

LOCAL GOVERNMENT SERVICE

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MISS C. HYDE

It is 100 years since, on September 9, 1835, the Municipal Corporations' Act was carried through both Houses of Parliament and received the Royal Assent.

Thus does bare language record historical fact; but it is not until that fact translated into personal terms, not until that history is told in its bearing on the individual, that its rich significance is appreciated.

From a group of old manorial officials casual, queer old Dogberrys they came, judging from the recorded accounts of their vagaries in the 18th century—the "city fathers," given a royal habitation, a name and a function by the Bill of 1835, have evolved into a presiding genius, a benevolent despot, smoothing the path, easing the burdens, pointing the way to all citizens. The language of historical record calls them the town council, the executives of local government.

Solicitous Care

It is no exaggeration to say that from his birth to his death, a citizen is directly under the solicitous yet unsolicited care of the municipality. Thirty-six hours after a baby is born, his arrival is made known to the local Medical Officer of Health, in accordance with the Notification of Births Act, of 1907. Immediately maternity and child welfare experts are at the disposal of this minutive entrant into the world of men, and indeed they have probably

What We Owe to Local Government

By *Christine Hyde.*

Miss C. Hyde is the winner of the second prize of ten guineas in the essay competition on "What We Owe to Local Government," organised by the Association in celebration of the centenary year of local government. There were 348 entries for this competition, the judges for which were: Mrs. L. Fisher, Sir Frederick J. Marquis, Dr. A. W. Pickard-Cambridge, Lord Riverdale, Sir Arthur Robinson, and Sir Josiah Stamp. Miss Hyde, whose entry we have pleasure in reproducing in this issue, is a scholar and graduate of Somerville College, Oxford, with a degree in English language and literature. She also holds a diploma in education, and is an M.A. of Birmingham University. Miss Hyde is a free-lance journalist, and also does some teaching.

had something to do with him before he came "trailing his clouds of glory"—for his mother may have attended the antenatal clinic. His baby life, precarious and precious thing, is succoured by all the authoritative help that medical men and nurses, officials under local government, can give.

Toddling to Self-Confidence

If he is a fortunate fellow, the young citizen may live where the nursery school movement is well developed, and so he will toddle his way to self-confidence and happiness which the scientific training of such a school gives. At five he will, of course, plunge into the heady world of the elementary school, blissfully unaware that the building in which he works and plays, the routine he follows, the curriculum he covers, have all been meticulously devised and checked by the education committee of the town council. The details of this care would make a long catalogue; suffice it to select but a few of its aspects, as, for instance, the recurring medical inspections, the transport to playing fields, the camp schools, the free meals for the necessitous.

His every step thus watched, the lad reaches the age of fourteen; he may be given the chance of a secondary education, no longer the monopoly of the wealthy, or, advised by the juvenile employment and welfare department, he will pass into industry or commerce. A wage-earner, he feels a fully fledged citizen.

Culture of Incomparable Value

And how multifarious are the gifts of local government to this citizen. He has

museums, art galleries, free libraries, a rich heritage of culture of incomparable value. He has parks and pleasaunces, and if, gardenless, he has the urge for "a poor thing but mine own," the town council will even provide him with an allotment. His streets are paved and lighted; buses and trams are organised for his transit; his home is lighted and heated by gas and electricity. Police protect him; firemen can flash to his help at a second's notice. There are public baths, while water is brought to his house, sometimes from hundreds of miles away, by a system of engineering controlled and facilitated by the municipal authorities.

So the amenities go on, those amenities born of local government. We are so used to them that we have lost the sense of wonder, the sense of gratitude, and their telling comes perilously near being a tedious tale.

The Quality of Miracles

But there is one chapter of this tale which must ever inspire awe and thankfulness. "Miracle" is a loose and easy word to bandy about, and one must be chary of using it, but something of the quality of miracles does seem to be accomplished as a result of the care and provision which local government has made possible for the afflicted, the mentally defective, the handicapped and necessitous child. And it is in a brief review of this specialised care, that this essay will end.

Illustration is perhaps more vivid than historical account. Imagine then—though the episode is true—a harassed mother struggling to control a small girl

of six. She has brought this baby to the Mental Deficiency Act Department, where a medical psychologist is giving the Terman Mental Tests. But no scientific tests are necessary to know that the small girl is mentally defective; she yells gibberish; she kicks off her shoes. The committee, which works in co-operation with the education and mental hospitals committee, send her to a residential colony for defectives. Four months later, that same girl is talking sensibly, engrossed over some baby handiwork in the school, which she attends every day, and where everything is planned to develop her maximum powers. As she grows up she will remain in the colony, where happiness and confidence prevail; she will be, thanks to a careful training, economically productive; she will fit into the social scheme, and be no handicap in a society which formerly rejected her. If that is not of the nature of a miracle, what is?

Local Government's "Wonder Places"

Go next to a room in a school for the deaf. Children who have never heard a sound will speak to you, answer your questions. Local government watches over these wonder places as over those where partially blind children read from books with letters an inch high, and are carefully sent to work where no eye-strain is involved. In a specially equipped school for physically defective children, little twisted limbs are massaged, for here the education committee knows that straight limbs are as important as lessons. Elsewhere on long trestle chairs, children with rheumatic hearts rest as they learn the three R's—for the town council has provided a residential school where they may win back to health.

Turn aside now to a prison cell. A woman prisoner, a hard enough creature, has one biting anxiety—where and how are her children? She need have no fear. Local government reaches out to them, for they have come under the care of the public assistance authorities, and have first been sent to receiving homes, and later, to the cottage homes, where they live in little "families." Orphans and illegitimate children are there, too, pitiful waifs and strays of society, though there is nothing remotely pitiful or forlorn about the senior lads and lasses at these homes, who are about to enter, well equipped and healthy, into the labour market.

Peep next into the Children's Court, where a short, square-shouldered lad of twelve lines up his "gang"—a set of diminutive fellows, sorry swashbucklers some of them, as they stand pinched and anxious in front of the three magistrates—though the tale of their "crimes" is formidable enough. This is the second time that the sturdy gang leader has appeared in court—he has the authority

of a connoisseur as he looks along the line of his weedy confederates. Probation had been ineffective; this time, therefore, the magistrates decide to send him to an approved school—another establishment controlled by the local education committee, and another branch, therefore, of this ubiquitous and comprehensive local government. The culprit has three years of carefully planned training. From being potentially a criminal, he is saved into effective and responsible citizenship. This is no mere sentimental vapouring; statistics can tell the same tale in their cold, unassailable way. Seventy per cent—at a conservative estimate—of children sent to approved school wholly make good. And there are after-care committees to watch over those who find re-entry into the ordinary world too hazardous a plunge.

First Step to Ideal State

It is this process of human salvage, as revealed in these its specialised services, which is the greatest and most humane of the values of a developed local government. The citizen is astonished and impressed, if he thinks at all on the matter, by the comforts and conveniences provided by municipal endeavour and direction, but he must be moved to awe and humility when he ponders the human life and worth which is succoured and developed by this same schematised government of a locality.

Charity and human love and sympathy are no new things; the chequered story of the ages is sweet with the evidence of a man's love for his brother. But what the development of local government has brought is the wide effectiveness of this love. No citizen but benefits. The way is, of course, being but slowly hewn out, and local government doubtless has far to go, but it is going splendidly in the right direction. Plato, Rousseau, Karl Marx—to select at random from the philosophers down the centuries—have dreamed the ideal state. Is it too much to hope that local government is the first step towards such a philosophic ideal? It is a bold claim, but who shall deny it?

(Next month we shall publish the entry which earned the third prize of £5 5s. for Mr. J. N. Oakland, of Nottingham.)

RECORD OF SERVICE

The Lord Mayor of **Nottingham** (Alderman Sir Albert Ball) originally became a member of the city council in 1889, and has twice previously been mayor, the first time in 1896. We wonder whether there is another lord mayor with such a record of long and distinguished service.

ATHLETIC MEETING

East Ham Branch is to hold an athletic meeting on June 27 next at Fairbairn House Sports Ground, East Ham. Two invitation races will be run, and all members of N.A.L.G.O. are invited to compete. Further particulars may be obtained from F. W. Cockman or B. Hubbard, Treasurer's Department, Town Hall, East Ham, E.6.



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The following is a short list of Institutions for whose examinations coaching is arranged:

- National Association of Local Government Officers.
- University of London (Diploma in Public Administration).
- Institute of Municipal Treasurers and Accountants.
- Incorporated Association of Rating and Valuation Officers.
- Various preliminary examinations (including matriculation).
- Board of Trade (Inspectors of Weights and Measures and Gas Meters).
- Chartered Institute of Secretaries, Incorporated Secretaries' Association, and Corporation of Certified Secretaries.
- Sanitary Inspectors Joint Examination Board (both for England and Wales and for Scotland).
- Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).
- Institution of Municipal and County Engineers (Testamur).
- Poor Law Examinations Board (England and Wales).
 - (a) Relieving Officers,
 - (b) Institution Officers.
 - (c) Clerical Assistants.
- Poor Law Examinations Board (Scotland).

Full particulars from the
**NALCO CORRESPONDENCE
 INSTITUTE**

24 Abingdon St., Westminster, S.W.1.

From Our Legal Department

Superannuation questions are always of general interest to the majority of our members, and this month we give details of three interesting cases with which the Legal Department has been concerned. Payment of salary during sickness and compensation appeals are also subjects about which members of the Association like to hear, and we give some notes of one of each type of case recently dealt with.

An interesting query was put to N.A.L.G.O. regarding the calculation of the annual average of an officer's salary for the purposes of Section 7 (a) of the Act of 1922. An officer retires on January 31, 1936, on which date he attains the age of 65 years. On March 31, the officer had received a cheque from his authority as remuneration for services rendered during 1930. The payment in question fell within the definition of "salary" in the Act. Section 7 (a) of the Act provides for the annual average to be calculated at so many twelfths of the average amount of salary received during the five years which immediately precede the officer's retirement. In this case the question was whether the annual average was to be calculated on salary earned, or on actual salary paid during the five-year period. N.A.L.G.O. advised that the annual average should be calculated on the former basis. The payment in question was referable to services rendered outside the five-year period, and therefore it should be excluded. If performance of the services in respect of which the payment was made had extended into the five-year period, then a proportionate part of the payment would be included in the calculation of the annual average.

WAS appointed in 1905 to the post of nurse by a Board of Guardians. On appointment she exercised the right given by the Poor Law Officers' Superannuation (Amendment) Act, 1897, and contracted out of the provisions of the Act of 1896. In 1915 she obtained the post of assistant matron, and being no longer a nurse, she again became subject to the Act of 1896 for superannuation purposes. After transfer under the Local Government Act, 1929, she did not elect to remain subject to the Act of 1896, and accordingly, by virtue of the provisions of Section 124 (2) of the Act of 1929, she became subject to the Local Government and Other Officers' Superannuation Act, 1922. A. will shortly retire, and she consulted N.A.L.G.O. as to whether she could reckon her service from 1904 to 1915 as non-contributing service for the purpose of the Act of 1922. In reply, it was pointed out that Section 124 (2) (a) (i) of the Act of 1929 provides that any service which would have been reckoned as service for the purposes of the Act of 1896 shall be regarded as contributing service for the purposes of the Act of 1922. In the circumstances, if she remained subject to the Act of 1896, she could not have reckoned her period of contracted-out service. Her position was therefore governed by Section 124 (2) (a)

(i), and she could not reckon as non-contributing service for the purpose of the Act of 1922 the period from 1904 to 1915.

SECTION 23 (2) OF THE ACT OF 1922 PERMITS A LOCAL AUTHORITY WHO HAVE ADOPTED THE ACT TO GRANT TO ANY OFFICER NOT ENTITLED TO A SUPERANNUATION ALLOWANCE UNDER THE ACT, ON HIS RETIRING FROM HIS SERVICE, A GRATUITY OF AN AMOUNT NOT EXCEEDING TWICE HIS ANNUAL SALARY. THE MINISTER OF HEALTH HAS EXPRESSED THE OPINION THAT THE OPERATION OF THIS SUBSECTION IS NOT LIMITED TO CASES OF OFFICERS WHO OCCUPY POSTS DESIGNATED AS ESTABLISHED POSTS FOR THE PURPOSES OF THE ACT OF 1922. A QUESTION AROSE RECENTLY AS TO WHETHER A LOCAL AUTHORITY WHO HAD BEEN ADMITTED TO A COUNTY COUNCIL'S SUPERANNUATION SCHEME BY MEANS OF AN AGREEMENT MADE UNDER SECTION 5 (3) OF THE ACT COULD GIVE A GRATUITY UNDER SECTION 23 (2) TO AN OFFICER LEAVING THEIR SERVICE WHO DID NOT OCCUPY A DESIGNATED POST. THE MINISTER OF HEALTH EXPRESSED THE OPINION THAT THEY COULD NOT DO SO. THE MATTER WAS ALSO REFERRED TO N.A.L.G.O., AND IT WOULD SEEM THAT THE VIEW OF THE MINISTER IS CORRECT. THE QUESTION APPEARED TO TURN ON THE WORDING OF THE ADMISSION AGREEMENT, WHICH WAS BASED ON THE MODEL FORM AGREEMENT ISSUED BY THE MINISTER. THE AGREEMENT PROVIDED THAT THE ADMITTING AUTHORITY WOULD, AT THE REQUEST OF THE EMPLOYING AUTHORITY, INCREASE THE SUPERANNUATION ALLOWANCE OF ANY OFFICER OR SERVANT IN ACCORDANCE WITH SECTION 16 (1) OF THE ACT OF 1922, OR "GRANT A GRATUITY TO ANY SUCH OFFICER OR SERVANT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 23 OF THE ACT." THE GRANTING OF GRATUITY WAS THEREFORE MADE REFERABLE TO OFFICERS OR SERVANTS WHO COULD RECEIVE AN INCREASED ALLOWANCE IN RESPECT OF NON-CONTRIBUTING SERVICE AND WHO MUST THEREFORE HOLD DESIGNATED POSTS. THE POSITION IS, TO SAY THE LEAST, ILLOGICAL, AND IT IS BELIEVED THE MINISTER IS RECONSIDERING THE POSITION.

GRATUITIES UNDER SECTION 23 OF THE ACT OF 1922.

N.A.L.G.O. is frequently consulted as to the validity of the action of local authorities in making deductions from salary during such time as an officer is absent from his duties owing to sickness. Many local authorities have regulations governing payment of salary in such circumstances, and when they exist they must in normal cases be taken to be incorporated in the terms of the officer's appointment. In the absence of any such regulations an officer is entitled to full salary during absence through temporary illness, provided, of course, that the contract of service remains in existence during that time, and that the officer is ready and willing to carry out the duties of his employment save for the

incapacity produced by the illness. It was held in one case that the expression, "absence through illness," in a contract of employment embraced a reasonable period of convalescence. The illness, however, may be of such a character or of such severity as to go to the root of the contract of employment and so justify the employer in rescinding the contract by giving the prescribed period of notice.

IT IS WELL KNOWN THAT THE MINISTER OF HEALTH, ON APPEAL, INVARIABLY MAKES A DEDUCTION OF ONE-QUARTER IN THE COMPENSATION ALLOWANCE TO BE GRANTED TO AN OFFICER WHO DOES NOT DEVOTE THE WHOLE OF HIS TIME TO SERVICE UNDER LOCAL AUTHORITIES. IN A RECENT CASE WHICH AROSE UNDER A COUNTY REVIEW ORDER, AND WHICH CAME BEFORE THE MINISTER ON APPEAL, THE ONLY APPOINTMENT HELD BY THE OFFICER, OTHER THAN HIS APPOINTMENTS UNDER LOCAL AUTHORITIES, WAS THAT OF COLLECTOR OF TAXES, AN OFFICE UNDER THE CROWN. NO DEDUCTION, HOWEVER, WAS MADE ON THE GROUND OF PART-TIME EMPLOYMENT, AND IT WOULD APPEAR, THEREFORE, THAT WHERE THE ONLY OTHER OFFICE HELD BY AN OFFICER IS AN APPOINTMENT UNDER THE CROWN, IT IS NOT THE PRACTICE OF THE MINISTER TO MAKE A DEDUCTION. IF THIS INFERENCE IS CORRECT, IT IS A USEFUL INSIGHT INTO THE PRACTICE OF THE DEPARTMENT.

COMPENSATION—DEDUCTION FOR PART-TIME EMPLOYMENT.

AN assistant foster-mother, employed by the W. Board of Guardians, was appointed to a similar post under the S. Board of Guardians. The appointment was confirmed on March 27, 1930, and it was then contemplated that she would enter upon her duties with the S. Corporation, the successors of the S. Board of Guardians on April 1, 1930. In the meantime, there was an outbreak of measles at the Children's Homes where the assistant foster-mother was employed, and on the advice of the medical officer to the W. Board of Guardians, she remained at home and deferred taking up her duties until April 10, 1930. The S. Board of Guardians, on being informed, raised no objection. After the transfer of Poor Law functions, the S. Corporation treated her as a transferred Poor Law officer, and as still subject to the Poor Law Officers' Superannuation Act, 1896. She subsequently obtained a post under the M. County Council, and a question arose as to whether she was a transferred Poor Law officer and still subject to the Act of 1896, in view of the fact that she was not actually in the service of a Poor Law authority on the appointed day under the Local Government Act, 1929. The question was submitted to the Minister of Health, who decided she should be regarded as a transferred Poor Law officer.

TRANSFERRED POOR LAW OFFICERS.

with the S. Corporation, the successors of the S. Board of Guardians on April 1, 1930. In the meantime, there was an outbreak of measles at the Children's Homes where the assistant foster-mother was employed, and on the advice of the medical officer to the W. Board of Guardians, she remained at home and deferred taking up her duties until April 10, 1930. The S. Board of Guardians, on being informed, raised no objection. After the transfer of Poor Law functions, the S. Corporation treated her as a transferred Poor Law officer, and as still subject to the Poor Law Officers' Superannuation Act, 1896. She subsequently obtained a post under the M. County Council, and a question arose as to whether she was a transferred Poor Law officer and still subject to the Act of 1896, in view of the fact that she was not actually in the service of a Poor Law authority on the appointed day under the Local Government Act, 1929. The question was submitted to the Minister of Health, who decided she should be regarded as a transferred Poor Law officer.

National Executive Council

THE meeting of the National Executive Council, held on March 14, lasted nearly all day, chiefly due to the fact that, in addition to the normal business of the council, the annual report and the conference agenda were considered. Mr. W. W. Armitage, chairman of the council, presided over the meeting, at which the following members were present:

Messrs. H. Allen, A. G. M. Archibald, J. T. Baker, W. A. N. Baker, H. Begg, A. G. Bolton, J. Chaston, G. W. Coster, A. B. Day, F. R. Finch, G. S. Fraser, A. A. Garrard, J. E. Gee, V. Grainger, F. W. Greenhalgh, D. L. Griffiths, F. H. Harrod, P. H. Harrod, G. Llewellyn, W. E. Lloyd, F. V. Merriman, H. Morris, C. J. Newman, H. S. Newton, T. Nolan, A. Denton Ogden, A. Pinches, E. L. Riley, C. A. W. Roberts, J. W. Singleton, Miss I. Stansfield, E. J. Stead, G. A. Stone, J. W. Vince, J. H. Warren, W. H. Whinnerah, E. G. Whitney, J. W. Wilkinson, F. J. Willett, W. Wilson, Miss L. H. Wooldridge, Dr. A. Wotherspoon.

At the outset the chairman expressed the general pleasure at the presence among them again of the president, Mr. G. W. Coster, on his recovery from illness, and Mr. Coster suitably returned thanks.

Resignation of Mr. Webb

The council learned with regret that Mr. A. Webb, one of the representatives of the South-Eastern District on the council, had been compelled to resign his membership of the council owing to ill-health. The council recorded its sympathy with Mr. Webb, thanked him for his past services, and expressed the hope that his health would improve as time went on. The council also received a report that, as a result of the casual vacancy which had been created by this resignation, there had been a by-election in the district, and that, of five candidates, Mr. W. A. Shee, deputy public assistance officer, Kent County Council, had headed the poll.

Eligibility for Membership

Mr. J. W. Wilkinson submitted the report of the Service Conditions and Organisation Committee which had considered the observations of the district committees on the list of officers in hospitals and institutions regarded as eligible and ineligible for membership of the Association. The committee came to the decision that it was not practicable to lay down any hard-and-fast rule on the question of eligibility, but that the list which had previously been circulated to the district committees should be accepted as a general basis of eligibility and ineligibility of transferred officers for membership of the Association, and that the list should be sent to the branches for this purpose.

National Industrial Alliance

The committee also decided that the Association should become a member of the National Industrial Alliance, which is an association of employers and employed, for the improvement of industrial relations. By joining this Alliance the Association simply affirmed the policy of Whitleyism for which it has long stood.

Whitleyism

The committee has considered a report of its Whitleyism Sub-Committee, which

stated that the Metropolitan District Committee was wholeheartedly in favour of one Whitley Council for the whole of the existing Metropolitan District, and that without prejudice in any way whatever to the existing interests of the London District Council, the Standing Conference of Joint Councils should be asked to convene a conference of representatives of employers and employees of the Metropolitan District with the view of consideration being given to the formation of a Whitley Council to the whole of the metropolitan area. As a result of an interview with the West Midland District Committee, the sub-committee was able to report that that District Committee had passed a resolution favouring the establishment of a Provincial Whitley Council for the area. A similar resolution had been passed by the East Midland District Committee so far as that area is concerned. It also submitted a report on the conference of representatives of Scottish local authorities held in Edinburgh on January 15, 1936, and reported in the February issue of LOCAL GOVERNMENT SERVICE. The sub-committee stated that it was now seeking interviews with the Eastern, South-Eastern, Southern, South-Western, and South Wales District Committees, and it had also asked the Yorkshire District Committee to explore the position in the North and East Ridings of Yorkshire, and then to invite the sub-committee to meet representatives of the Yorkshire District Committee. The remainder of the report of the sub-committee dealt with the references from the annual conference, 1935, relating to Whitleyism and to the national minimum scales of salaries and conditions of service.

Examinations

The Education Committee's report, presented by Mr. J. Chaston, showed that since the meeting of the committee held on December 6, 1935, the Association had arranged an entrance to the Service examination for a Metropolitan Borough Council. The committee also reported that in the Association's examinations held on January 16, 17, and 18, 1936, at eight centres, 52 candidates presented themselves for the Intermediate Examination, and 10 candidates sat for the Final Examination. Of these, 22 had passed the Intermediate Examination, and 6 the Final,

but 21 candidates for the Intermediate Examination and 2 candidates for the Final Examination had been referred in certain subjects. The committee gave consideration to the constitution of the Advisory Council for Technical Education in South Wales and Monmouthshire. The committee decided to make application to secure representation of the Association on this council.

Scholarships

The committee had discussed a suggestion that scholarships might be divided into two categories, but had decided that they should be available only for the purpose of proceeding to a Degree or Diploma, including the advanced study of public administration and that a scholarship should consist of payment of tuition fees and reasonable incidental expenses approved by the National Executive Council.

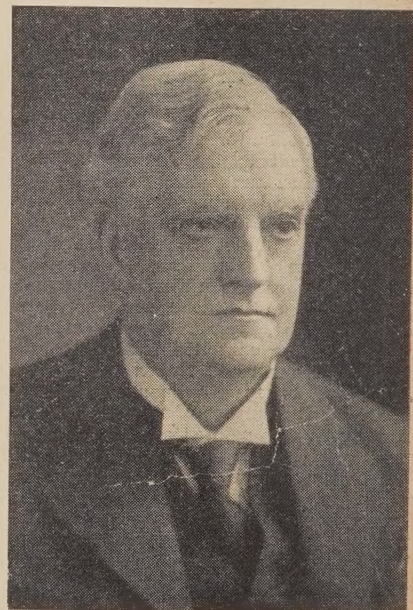
The committee also decided that from 1937 onwards the value of a prize should be £5.

The committee had discussed at some length the scope of the Scholarship Scheme and had decided to effect certain amendments to the scheme which were deemed advisable as a result of the experience gained during the past two or three years.

Further Education

The committee reported that deputations had attended Birmingham University, Edinburgh University, Nottingham University College, Durham University, Bristol University, urging the establishment of diplomas in public administration. The committee confidently expect that developments will take place in the near future.

The committee also reported that an area education committee had been formed in the Yorkshire district; that the East Midland District Executive Committee was recommending the establishment of an



Mr. W. W. ARMITAGE

a education committee, whilst in the northern district the branches had been recommended to set up education sub-committees, and in the Eastern district the principle of an area education committee had been approved.

Legal Advice

Mr. D. L. Griffiths submitted the report of the Law and Parliamentary Committee which contained details of legal advice and assistance given to fourteen members of the Association. These cases were apart from 182 instances in which headquarters advised members what action to take in solving the numerous difficulties which met them on almost every aspect of the work of a local government officer.

Compulsory Superannuation

The committee also reported on the progress which was being made in connection with the Compulsory Superannuation Bill. Unfortunately, none of the members of Parliament who had promised to introduce this Bill if successful in the fight for Private Members' Bills came out with anything like a reasonable chance of introducing the Bill. The committee was able to report, however, that the Minister of Health, Sir Kingsley Wood, had intimated that he was prepared to receive representatives of the Joint Superannuation Committee (which is composed of the Association of Municipal Corporations, the County Councils Association, the Urban District Councils Association, the Rural District Councils Association, A.L.G.O., and the General Council of the Trades Union Congress) on March 12. The result of this deputation is reported on page 457.)

Parliamentary Work

On the parliamentary side of the committee's work reports were submitted on action taken in connection with the Government Committee on Electricity Distribution, compensation for loss of service under the Electricity Supply Act, 1926, the Cornwall Electric Power Bill, and on a question which had arisen whether an officer could reckon more than thirty years' service under the Local Government and Other Officers' Superannuation Act, 1922. The committee also reported that since a meeting held on December 6, 1935, five compensation appeals had been decided which had resulted in an increase of £98 in the annual amount of compensation payable to the members of the Association in respect of whom the appeals had been judged.

Pay of L.C.C. Male Nurses

The report of the Transferred Poor Law Officers' Committee was submitted by Mr. C. A. W. Roberts, and it stated that it had considered a memorandum on the rates of pay of L.C.C. male nurses, and whilst of opinion that an application for equalised or at least increased rates of pay for mental trained male nursing staffs employed in observation units was justified, no distinction should be made between state registered nurses and those holding a final certificate of the Royal Medico-Psychological Association; that it was undesirable to raise this issue with the General Nursing Council, as that body was

purely academic, and would take no responsibility on questions of remuneration; and that the claim for adjusted rates of pay should be based upon the character of the work and the strain involved rather than upon academic grounds. An application on these lines will be submitted to the London County Council on behalf of the officers concerned.

Public Relations

The Public Relations Committee reported through Mr. G. W. Coster the progress which was being made in connection with the public relations campaign, and also contained a statement of the final notification of celebrations in honour of the centenary year of local government.

Collection of Subscriptions

Mr. A. G. M. Archibald reported that the Finance and General Purposes Committee had decided to refer to the branches for their observations a report which had been presented to the committee on the collection, payment, and recording of subscriptions. The committee also authorised the president, the honorary solicitor for England, and the general secretary to attend on behalf of the Association the congress of the International Union of Local Authorities to be held in Berlin commencing on June 8th, 1936.

New Holiday Centre

The Publications and Recreations Committee reported, through Mr. J. W. Singleton, on the further steps which had been taken to obtain a suitable site on the South Coast for the establishment of another bungalow holiday centre, and also stated that the appropriate sub-committee was pursuing the question of purchasing a property in Scotland which could be developed as a guest house.

Canadian Tour

The committee stated that it had ordered 16,000 copies of the 1937 issue of the Association's Diary, including a small quantity with a back loop and pencil, for which there is a demand from lady members, and it had also authorised arrangements to be made for a study tour in Canada to be organised in the name of the Association during 1937. Further details of this tour will appear in LOCAL GOVERNMENT SERVICE in due course, but it is interesting to note that the Namesake Towns Association is prepared to co-operate and arrange meetings and hospitality for those representing Namesake Towns in England.

Sports Badge Competition

The committee has decided to organise a competition for designs for a sports badge, and has offered a prize of £5 5s. for the winning entry.

B. and O. Fund Administration

Mr. H. S. Newton submitted the report of the Benevolent and Orphan Fund

Management Committee, which has decided to recommend to the Annual Conference, 1936, that certain amendments should be made to the rules of the fund so as to improve the administration in response to the resolution passed on this subject at the Annual Conference, 1935.

£4,000 Assistance

The committee also reported details of 314 cases for assistance which it had considered involving grants and loans totalling just over £4,000. The committee placed on record its sincere appreciation of the outstanding service rendered by Messrs. J. L. Clarke and J. W. Pickup to the fund over a period of many years. These two members of the Management Committee are retiring from the committee at the Annual Conference, 1936, and therefore they have attended their last meeting of the Management Committee.

Building Society Progress

The Building Society Committee of Management, whose report was submitted by its chairman, Mr. J. T. Baker, stated that since the inception of the society 12,112 members had subscribed for paid up and partly paid shares, and 1,303 members of N.A.L.G.O. were depositors. The committee also reported that since its meeting held on December 6, 1935, £76,312 had been loaned on mortgage to members of the Association.

Reduction of Interest

Mr. Whinnerah reported the proceedings of a meeting of the Nalco Provident Society Committee of Management, and he stated that the committee, after full consideration of the subject, had decided to reduce the rate of interest to be credited to the "Rest" Fund and Deposit Account from 3% to 2% per annum, as from January 1, 1936. This decision will involve an amendment of the rules, which will be submitted to the annual general meeting in due course.

Increase of Bonus

The second quinquennial valuation for the period ended December 31, 1935, was so successful that the committee has declared a bonus of £3 per cent per annum on each assurance in force at December 31, 1935, for each completed year within the second valuation period, and the committee is to consider the question of decreasing the monthly contributions, as recommended by the society's actuaries. The committee reported that the membership of the sickness scheme is 15,711, of the death benefit scheme 1,018, and of the hospital and nursing-home scheme 2,059 members, 1,016 wives of members, 3 husbands of members, and 252 children of members had taken up insurance—making a total of 3,330 insured persons under the scheme.

New Logomia Scheme

Mr. G. W. Coster submitted a report on the Board of Management of Logomia, which stated that the principle of undertaking a hire-purchase scheme of motor vehicles had been approved, and that this scheme would be submitted to the annual general meeting for adoption.

At Random

By "Hyperion"

"... RATHER TO RUN THE RISQUE OF FALLING INTO FAULTS IN A COURSE WHICH LEADS US TO ACT WITH EFFECT AND ENERGY, THAN TO LOITER OUT OUR DAYS WITHOUT BLAME, AND WITHOUT USE."

EDMUND BURKE

"Wilderness Blossoms"

Out of the usual run of novels, both on account of its theme and its distinguished style, is Mr. Russell Green's *Wilderness Blossoms*, which Nelsons have recently published. The story is set in "Norby," a city famous for its steel and cutlery, which is easily recognisable as Sheffield. Mr. Green has the rare gift of being able to conjure up the earliest recollections of childhood and adolescence—the games he played, the ecstatic delight of owning a bicycle or a camera for the first time, and the excitement with which a young boy watches the magic ritual of bread-making. In some ways his book is comparable with the first part of Compton Mackenzie's *Sinister Street*. I heartily recommend it to the discerning reader of modern fiction.

Press Cuttings

Evidence was given that Butler was found with a front wheel in a ditch. When roused he said: "Is that you, dear?" To which the policeman replied: "No; it's a policeman."—*The Times*.

The Commissioner of the City Police records that last year 2,052 burglar alarms were given from locked-up premises in the City. Of these one was caused by burglars and 2,051 by defective appliances.—*The Times*.

Letter to the Income Tax Collector

"Dear Mr. Bloodsucker,—I was very interested to read about the affairs of Mr. Johnstone, the American singer who has gone bankrupt owing you ten years' income tax amounting to £16,000.

"While congratulating Mr. Johnstone, I cannot help comparing his case with my own.

"How is it that you allow a foreigner to owe you large sums of money for ten years when you threaten me with imprisonment if I don't pay my little bit within a month?

"Encouraged by your leniency towards your richer clients, I shall not now be sending you the January instalment.

"I can only suggest that you ask Mr. Johnstone for something on account.

"Mumps is about. I hope you both get it.

"Yours, etc.,

—Nathaniel Gubbins in the "Sunday Express."

And don't we all feel that way about it?

Opportunity

When Mrs. Gorm (Aunt Eloise) Was stung to death by savage bees, Her husband (Prebendary Gorm) Put on his veil, and took the swarm. He's publishing a book, next May, On "How to Make Bee-keeping Pay."

—Harry Graham.

"For the Purpose of Removing Doubts"

"And I said to my third husband as we walked down the aisle: 'Henry,' I said, 'you and I are now one, and I am that one.'"

The Obvious Simile

What the people like best is watching the penguins standing round in a circle, doing nothing for hours—like a committee. —From an interview in the B.B.C.'s weekly feature, "Saturday Magazine."

Inside Europe

I have never disguised from myself—or from anyone else—the fact that I am deplorably ignorant about foreign affairs. Vernon Bartlett, when he used to broadcast regularly, inspired me with a sort of tepid enthusiasm for them; but John Gunther's recently published book, *Inside Europe*, has done more than that. It has thrilled me with excited interest.

Mr. Gunther's book brings vividly alive the dominating personalities in modern Europe; but it is more than a mere portrait gallery of celebrities. It has a theme that, whereas political and economic forces are largely responsible for the present state of Europe, the part played in history by the accidents of personality is enormous, and not sufficiently appreciated. Probably no more intimate studies of Baldwin, Eden, Hitler, Mussolini, Stalin, Laval, Starhemberg—and others who control the destiny of Europe—has ever been written.

As a sample of the book's quality, let me quote from the excellent pen-portrait of Laval:

"Laval's chief characteristic is his sense of the concrete, plus wiliness. He is, as the French say, *malin*—a word for which there is no precise translation; it means a sort of worthy unscrupulousness, slyness without evil. The joke goes that Laval was clever enough to be born with a name which spells the same backwards and forwards, left to right, or right to left. He rose from extreme poverty to wealth; yet he is almost the only French politician absolutely untouched by financial scandal. He is supple as a cat. Like a cat, he never attempts anything he is not perfectly sure of; he calculates every jump to the inch. He gets out of things marvellously.

A famous *mot* is attributed to Clemenceau. "Briand," he said, "knows nothing, understands everything; Poincaré knows everything, understands nothing." Laval is in the middle ground. He knows a lot, but not everything; he understands even more than he knows, but he admits limits to his understanding. He loves to reconcile opposites. He is a lawyer, but he cares nothing for legal forms. And he has one trait excessively rare among politicians: he is not vain.

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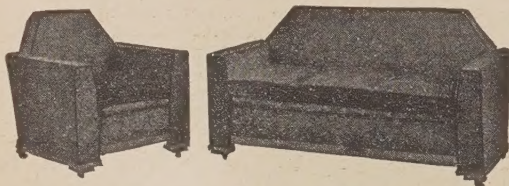
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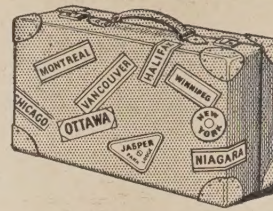
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Salaries and Service Conditions

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COMPULSORY SUPERANNUATION

Mr. Geoffrey Shakespeare, Parliamentary Secretary to the Ministry of Health, on March 12 received a deputation from the Joint Superannuation Committee, consisting of representatives of the Association of Municipal Corporations, the County Councils Association, the Urban District Councils Association, the Rural District Councils Association, the National Association of Local Government Officers, and the Trades Union Congress General Council. The deputation was introduced by Sir Henry Jackson, Bt., M.P., who emphasised the urgency of applying the principle of compulsory superannuation to the whole of local government service, and indicated that complete agreement had been reached between the bodies mentioned above.

Mr. Shakespeare, in reply, expressed appreciation of the preliminary work done by the bodies represented, indicated that the Government was in agreement with an extension of superannuation, and said that present intention was to introduce a Bill at next session. The Minister hoped to be able to discuss later with the Joint Committee the scope and details of the proposed measure.

SUPERANNUATION

Hansard records that, on March 18, 1936, the following questions and answers were asked and given in the House of Commons:

Mr. Thorne asked the Minister of Health the number of local authorities that have put into operation the Local Government Superannuation Act, 1922, and the number of employees under such local authorities that have accepted the scheme; and whether the Government have any intention of making the Act obligatory on local authorities?

The Minister of Health (Sir Kingsley Wood): Resolutions or agreements putting the Local Government and other Officers' Superannuation Act, 1922, into operation have been approved in the case of 1,079 local authorities. I have no definite information as to the number of officers and servants who are now subject to the provisions of the Act of 1922, but the number is believed to be approximately 270,000. I hope to be able to introduce amending legislation next Session, and propose to discuss later with representatives of the interested parties the scope and details of the Measure.

Mr. T. Williams: Do I understand the right hon. gentleman to imply that the amending legislation tends to become compulsory?

Sir K. Wood: I have anticipated that the last part of my answer, in which I said that I proposed to discuss the exact scope of the details of the Measure with the persons concerned.

An application for the adoption of the

1922 Act has been forwarded to the **Hebden Bridge** Urban District Council.

The divisional secretary had an interesting interview with the **Selby** Urban District Council in respect of the adoption of the 1922 Act. The council decided to go further into the matter.

The **Brierley Hill** Urban District Council, and the **Cheshunt** Urban District Council have unanimously adopted the 1922 Act. There are thirty-three designated posts, and it is proposed to join the Lichfield and District Scheme.

The divisional secretary interviewed the Borough Council of **Conington** on February 18 on the question of the adoption of the 1922 Act.

Successful representations have been made on account of a nurse in one of the **Liverpool** hospitals, who has been compelled to retire on account of ill-health, to have her superannuation allowance increased from £50 11s. 3d. to £65 per annum, from November 1, 1935.

SALARIES

The pertinacity of the Association has at last been amply rewarded in the decision of the **Oldham** Corporation to adopt the scales of salaries recommended by the Lancashire and Cheshire Provincial Whitley Council, and the grading of its officers under the appropriate scales. The placing of the individual officers in the various grades was performed by the joint secretaries of the Lancashire and Cheshire Whitley Council, and accepted without comment. The nett initial cost of the scheme is £2,378 p.a., and the nett maximum cost £10,026.

The **Nuneaton** Council has adopted the Lancashire and Cheshire Provincial Whitley Council scale of salaries from April 1, 1936.

The divisional secretary has interviewed the **Stanley** (Yorks) U.D.C. on behalf of the salaries of a number of members of the staff. Although the full application has not been granted, it is understood that certain recommendations have been made in several cases.

For some time the **Bedlingtonshire** Urban District Council has had sitting a re-organisation committee. At the request of the staff, the divisional secretary interviewed the committee, and placed before it certain proposals dealing with staff salaries. The decision of the committee has not yet been announced, but it is hoped that substantial improvements will be effected.

At a meeting of the **Southwark** Metropolitan Borough Council on March 4, 1936, the London District Council scale of salaries, with certain modifications, was adopted. In its report on the matter the appointments, salaries, and wages committee stated: "... the London District Council scales, if applied in their unrestricted entirety, would involve an impost which at the present time we feel

the council have no justification for incurring. It will be realised, however, that whereas in the past the council have not in any way recognised the London District Council scales, our suggested scales do, in effect, recognise such scales, and we felt that the staff would appreciate this recognition and be influenced thereby."

Improved scales have recently been approved by the **Crayford** U.D.C., and will become effective from April 1, 1936.

As a result of negotiations through the local joint committee extending over a period of twelve months, a revised and considerably improved grading scheme has been approved by the **Merton and Morden** U.D.C., and will become operative on April 1, 1936.

OFFICE HOURS

Negotiations have been in progress between the **Bootle** Branch and the council in regard to the recognition of overtime, and the following satisfactory arrangement has now been reached: (a) that all members of the professional, administrative, technical, and clerical staff be granted one Saturday morning free of duty in every four, or time equivalent thereto, and (b) that the municipal offices be closed at 12 noon on Saturdays, instead of 12.30 p.m.

DISMISSALS

Successful representations have recently been made to the Borough of **Caernarvon** regarding the emendation of a standing order, which gave all the chief officers authority to dismiss a subordinate official under certain conditions. The Caernarvon Borough Council was good enough to agree that such power should be limited to suspension and report.

Arising from a proposal to dismiss an officer at **Batley**, the divisional secretary had a long interview with a special sub-committee, and was granted a very courteous hearing. It was eventually decided that the officer should be placed on probation for three months, further report to be furnished at the end of that time.

WHITLEYISM

The Lord Mayor of Newcastle-on-Tyne has now issued a circular to all local authorities in Northumberland, Durham, and the Cleveland District of Yorkshire, inviting them to send representatives to attend a conference to be held in Newcastle-on-Tyne on April 17 to discuss the question of the formation of a joint council for local authorities' administrative, technical, and clerical services in the North-East. Representatives of the staff organisations will also be present, and it is hoped that as a result of the conference a joint council will be formed.

EXAMINATION SUCCESSES

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—The views expressed by Mr. Harding in the March issue on the vexed question of Examination Increments do not appeal to me. I admit that, in common with other schemes, the special payment for passing an examination is at the outset of little use to men over forty years of age. This is but a passing phase, and the Service of the future will be composed entirely of persons who have had the opportunity in their youth of passing an examination and obtaining the special increment.

Mr. Harding's gibe at modern education is not justified, and the unfortunate office results which he describes must be due to bad handling of the junior staff.

Care is always needed in the filling of positions, but if "a square peg is chosen for a round hole" it is no use placing the blame on the peg.

Yours sincerely,

F. G. HILL.

Port of Bristol Authority.

23, Frayne Rd., Bristol 3.

March 11, 1936.

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—To decry the worth of examinations is easy, but to suggest a remedy universally applicable is difficult. Security is offered to entrants to the Service, but we must be careful not to lower the standard of entrance by failing to provide the other essential—prospects. How is this to be accomplished if we forsake examinations as a measuring rod? "Slow and sure" methods of promotion have been responsible for the public accusing the Service of the lack of initiative.

In the Electricity Industry, to which both Mr. Harding and myself belong, the youth of to-day has to show a much greater ability and initiative in order to rise to the top than did many older members who have benefited by the rapid general expansion of the industry rather than by any personal attributes which they may possess.

Yours faithfully,

W. WOLSTENHOLME.

112, Ribbleton Lane,
Preston.

March 9, 1936.

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—I would suggest that your "diehard" correspondent, who, apparently, does not possess any examination qualifications, and, therefore, purposely avoids the realisation of their true value, should read his "Electrical Review" or "Municipal Journal" carefully each week. He will note that applicants for responsible positions in the electricity supply industry must possess adequate qualifications, and that anyone not holding them is not likely to obtain the appointment.

Yours faithfully,

H. J. BICK.

Gloucester Electricity Works.
March 17, 1936.

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—The letter over the name of S. A. Harding, published in the March issue of LOCAL GOVERNMENT SERVICE, regarding examination successes and additional remuneration paid therefore by the Bristol Corporation, has aroused a little interest and a great deal of indignation.

I have checked the figure given by Mr. Harding and find he has assumed that the officer would receive £30 per annum for forty years. Surely he has overlooked the fact that as soon as the officer attains a salary of £400 per annum the "bounty" automatically lapses and, in fact, may cease before this in the event of his being promoted to a position where the holding of an examination certificate is a necessary qualification? It is at least

What You Think

Our Readers' Opinions

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed on this page. No letter will be published unless accompanied by the name and address of the sender, but a nom de plume may be sent for publication. The Editor wishes to devote space to all the letters which he receives for publication, but he cannot do this unless correspondents will make their letters "short and sweet." He reserves to himself the right to shorten letters, so as to publish more of all rather than much of a few.

reasonable to suppose that one of these events will happen before he has completed forty years' service. The figure given by Mr. Harding is, therefore, fictitious.

Yours faithfully,

"NALSEC."

22, Upper Belmont Road,
St. Andrew's, Bristol 7.
March 14, 1936.

To the Editor, LOCAL GOVERNMENT SERVICE.

March 10, 1936.

"SIR,—The slur cast on the members of Mr. Harding's own department as to their absolute inability to check any intricate details is not a fair criterion of the value of an examination qualification. The work he mentions, although quite possibly complicated, is probably one of a recurring character which, after the initial explanation, should present no difficulty at all to one who has proved his general alertness and application of brain by acquiring a so called "academic" qualification. It is to be doubted whether any greater success would attend the efforts of the older members on their initial contact with such work.

A simple remedy available to Mr. Harding is that of taking one of the recognised examinations and thereby nullifying the distinction which he apparently finds so invidious.

Yours, etc.,

J. E. ELLISON.

County Borough of Preston
Electricity Department.

REMUNERATION FOR EXAMINATION SUCCESSES

To the Editor, LOCAL GOVERNMENT SERVICE.

March 9, 1936.

DEAR SIR,—It would appear that Mr. Harding's case is one of personal prejudice; he seems to have ceased his training early in life, and now he does not favour younger qualified persons receiving credit for taking advantage of opportunities of which he did not avail himself when young.

Yours faithfully,

T. F. A. WINTER.

Education Department,
Glamorgan County Hall,
Cardiff.

To the Editor, LOCAL GOVERNMENT SERVICE.

March 3, 1936.

SIR,—Mr. Harding evidently believes, like many other older officers, that grey hairs are the only "qualification" which should be recognised for salary increments or promotion.

May I add that the authority in whose

offices I am employed does not make grants of any kind to clerks passing the examinations mentioned in Mr. Harding's letter. Congratulations to Bristol and other progressive corporations.

Yours, etc.,

C.I.S. FINALIST
(Aged 26).

To the Editor, LOCAL GOVERNMENT SERVICE.

March 6, 1936.

SIR,—There is every justification for paying a member an increased consideration irrespective of age, upon passing a recognised professional examination relative to his own department. Voluntary systematic study, often at considerable personal sacrifice and expense, merits special consideration and reward. The opportunity is always available for the older lay members to pass the particular examination. If their knowledge is so wide, it is felt that they will not be unduly inconvenienced by a written test.

I am, etc.,

"ARGUMENTUM AD JUDICIUM"

To the Editor, LOCAL GOVERNMENT SERVICE.

March 6, 1936.

SIR,—Mr. Harding thinks his topic is "a subject which stirs very deeply the older members of the various staffs." Thank goodness something is capable of stirring them! When Mr. Harding was "a young lad" (and I find it extremely difficult to think that this can actually have been so), why on earth did he not study to pass examinations? There were nothing like the attractions and facilities for amusement and recreation that exist to-day, and I am sure that examinations were much easier in the dim, dark past. Perhaps he was unsuccessful in application for membership of a professional body without examination!

And so I could go on, Sir, but will restrain myself and sum up with these words—a priceless example of SOUR GRAPES.

Yours faithfully,

D. T.

Sheffield.

UNIVERSITY GRADUATES

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—The attention of my executive committee has been directed to the letter which appeared in your February issue by Mr. J. C. Gardner, of the clerks' department, Dagenham, with reference to the subject of University Graduates in Public Administration, and I am directed to inform you that the executive committee dissociates itself from the views put forward in such letter. Mr. Gardner's contentions must not in any way be regarded as the considered opinion of the majority of the members of my Branch.

Yours faithfully,

G. EVANS JONES.

Hon. Branch Secretary.

Council Offices, Dagenham.

March 17, 1936.

NOTE.—It is always understood that correspondents express their personal views and we hope that they will continue to do so.—ED.

To the Editor, LOCAL GOVERNMENT SERVICE.

February 19, 1936.

SIR,—I have read Mr. Gardner's letter in the February LOCAL GOVERNMENT SERVICE with surprise that he should express such conceit.

A man may acquire a considerable book knowledge of subjects irrelevant to local government. The man who has started from the postage-book and worked his way up is, in my opinion, likely to be a more useful man. And his faculties may not be so terribly undeveloped!

I think there is truth in the old saying that "experience is the best teacher."

It would seem that one of the faculties which a University education has produced, in one case at any rate, may be snobishness!

Yours faithfully,

"LAYMAN."

the Editor, LOCAL GOVERNMENT SERVICE.
March 5, 1936.

SIR,—I have perused your correspondence on University graduates with interest. I am not sure that Mr. Levinsohn is quite at about their possessing a superiority complex, but their presence in the service might very well breed an inferiority complex the rest of us which would amount to much the same thing.

Granting their superior acuteness of intellect, what are we to do with it when we set them to copying notices or adding columns of figures? I very much fear we shall have to find some superior jobs for such superior people, and therein lies the true cause of our complaint.

For surely that foreshadows the doom of the honoured promotion by seniority, to be replaced by promotion by merit. Must I bow the inevitable in the interest of the unproved greater efficiency of the service ruling?

Yours faithfully,
GORDON W. JAMES.

Electricity Accounts,
St. Pancras Borough Council.

VIEWS OF A JUNIOR

the Editor, LOCAL GOVERNMENT SERVICE.
February 25, 1936.

SIR,—It is perhaps not often that the views of the very junior members of the service are expressed in the Journal.

Perhaps the most pressing and important problem facing the Association to-day is the immediately necessary job of improving salaries and service conditions.

The ways in which an improvement may be effected in salaries and service conditions are:

- (a) Direct action.
- (b) Negotiation with its corollary of Whitleyism.
- (c) Propaganda.

- (d) Indirect action, such as:
 - (1) Raising educational and technical level of the members of the service.
 - (2) Increasing the social prestige of the Association.
 - (3) Association with prominent research movements in public administration (although this item overlaps with "Propaganda").

The present policy appears to be that of (d) Indirect action. Whilst it is readily conceded that this method is necessary, it is felt that it is ancillary to the other more effective methods of procedure. It may be argued that it is "policy" to proceed slowly, and to build slowly on the increasing social prestige of the service, and educational standard of the members. In reply to this argument, it is urged that it is now that the future administrators are being recruited, and their quality is determined by the attraction of the service. The charges of nepotism levelled at the service, and the scandalous salaries and service conditions, whilst uncombated, are doing untold harm not only to local government now, but also in the future.

The Hadow Report, which has been and is regarded as the "Magna Charta" of our service, is being allowed to die an unnatural death. Now is the time to bring it home to the members of local authorities and the public that the implementing of that report would lead to the greater efficiency of the services which we are privileged to perform, and so to the greater happiness of the people. The wave of reorganisation which is sweeping national affairs should be directed to local government by unceasing and determined propaganda.

The question of Trade Unionism, which is being discussed in your columns, is one which merits examination. On reflection, it would appear imprudent to become affiliated to the

Trades Union Congress, not (as Mr. John Fraser stated) on the grounds of a shabbiness, but on the principle that public servants must not use their position to attempt to change unconstitutionally the form of government. They have their rights as private citizens, but to dabble in politics officially is to invite the "spoils" system in local government.

The fourth matter with which I should like to deal, if space permits, is that of education of officers, in what the Association has done, is doing (and most urgent and important), *can*, and must do. Apart from socials, dinners, dances, subscription lists, and very inadequate general meetings, members hardly realise that the Association exists. The Journal is, of course, consigned to the waste-paper-basket. What is the way to counteract this apathy? It is suggested that when any serious issue arises locally, a general meeting of all members be called. The executive and officials could suggest their policy, and the matter be hammered out by discussion from the "floor." This would tend to force members to see how vital it is for their interests that they should belong in action as well as mere fact to the Association. A further point is that a policy formulated by general debate would be more acceptable and democratic than one decided by an unrepresentative executive council. Lectures and up-to-date news and propaganda should be disseminated at frequent intervals.

I am, Sir,

Yours very sincerely,

"JUNIOR."

We regret that, owing to pressure of space, we have had to hold over publication of several letters until next month.—Editor.

N.A.L.G.O. HOLIDAY CENTRES

SPRING

1936

EASTER

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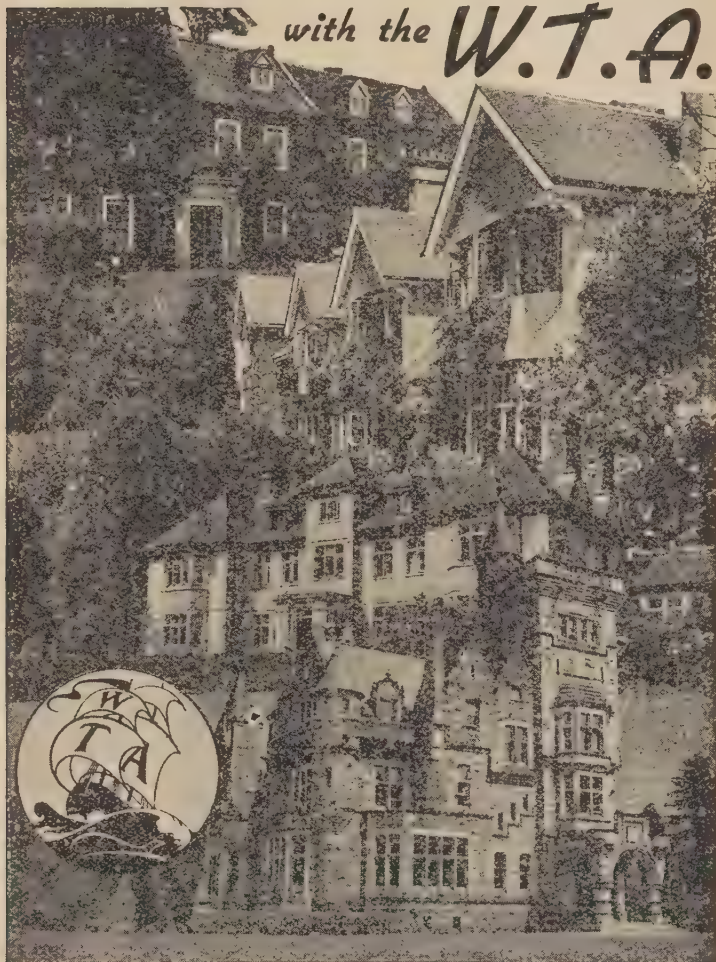
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LOCAL GOVERNMENT ADMINISTRATION

examinations will be held in London and the provinces on May 15th and 16th, 1936. Exemption from the Preliminary examination may be granted to candidates who have had a satisfactory general education.

For examination Syllabus and particulars of membership apply to the Secretary, CORPORATION OF CERTIFIED SECRETARIES, York House, 5 & 7, St. Mary Axe, London, E.C.3

District Committees

Recent Reports Show Great Progress

METROPOLITAN

The Metropolitan District Committee held its quarterly meeting on Thursday, January 27, 1936, 214 members being present, representing 74 branches. Mr. A. Garrard (vice-chairman), took the chair in the unavoidable absence of Mr. R. Finch. The committee spent considerable time discussing the proposal of the National Executive Council to purchase certain buildings, and eventually decided to approve the proposal. The district committee also had before it a report of an annual conference of representatives of the main district committees called for the purpose of discussing matters of mutual interest and which have special reference to the forthcoming Annual Conference of the Association. Proposals as to nominations for certain honorary officers of the Association were approved.

Walescent Home

A report was submitted on a suggestion made by the Hammersmith branch as to the desirability of establishing a convalescent home on the south coast, and it was decided to table a notice of motion in the name of the district committee for consideration at the annual conference.

Whitleyism

The district committee received and read with interest the report of a joint meeting of the Whitleyism sub-committee and the National Executive Council and the general purposes and Whitleyism sub-committees of the Metropolitan District Committee, which had been called in an endeavour to solve the problem of Whitleyism in the metropolitan area. Agreement as to future policy had been reached, certain proposals as regards an extension of Whitley machinery in the district had been unanimously approved.

E.C. Nominations

The district committee had under consideration the question of the nomination of a woman member from the Metropolitan District Committee, and in connection therewith considered steps which might be taken to ensure more definite support from the branches in the metropolitan area for a candidate from that area. Consideration had been given to the question as to whether it was desirable to appoint a full-time secretary to be appointed in view of the increasing amount of work involving upon honorary officers of the district committee. After a careful review of the position, the general purposes sub-committee recommended that the present principle of appointing honorary officers to the several honorary offices be adhered to, that an hon. general secretary be appointed to carry out the general secretarial work of the district committee, and

that an hon. social secretary be appointed to deal with the Re-union Concert and any other functions it may be decided to organise.

The district committee approved these proposals, and agreed to applications being invited through branches for the two honorary offices referred to. The general purposes sub-committee was authorised to consider applications received, and also certain applications already in hand for the office of hon. treasurer, and to make an appointment to fill each position.

General Progress

The report of the divisional secretary showed that 31 meetings had been attended during the period November 25, 1935, to January 31, 1936. Three deputations had been made, and 71 visits and interviews carried out in the same period. The membership of the district at October 31, 1935 was 14,743, an increase of 1,172 on the total at the same date last year.

Reports of the sports and recreations sub-committee and the advisory sub-committee were also submitted and approved, including, in the case of the latter, observations on the question of eligibility for membership of ex-poor law staff.

NORTH-WESTERN AND NORTH WALES

The quarterly meeting of the North-Western and North Wales District Committee was held at Manchester on February 22, 1936, under the chairmanship of Mr. W. H. Whinnerah, chairman of the District Committee. There were also present Mr. J. W. Singleton, deputy chairman; Mr. F. J. Willett, honorary secretary; Mr. J. D. Cannell, honorary treasurer, and the following members of the National Executive Council: Messrs. J. E. Gee, Preston; T. Freeman, Manchester; J. W. Wilkinson, Southport (ex-chairman of the District Committee); and Miss Iva Stansfield, Manchester.

The chairman congratulated Mr. Smith, deputy city engineer of St. Helens, on his appointment as city engineer at Peterborough.

Annual Conference

The business of the meeting was mainly formal in character. A report was submitted on the conference of district representatives held in London on February 15, 1936, and it was decided that the matter be deferred until the next meeting in order that delegates could have an opportunity of perusing the report.

The following motion was adopted as a North-Western and North Wales District motion to the annual conference:

"That the Standing Joint Committee shall be composed of members of the National Executive Council and representatives of admissible sectional and professional organisations, who shall be members of the National Association of

Local Government Officers, and whose organisations declare willingness to influence in their local areas membership of the Association."

B. and O. Fund.

Mr. H. Russell, honorary secretary of the North-Western Regional Committee, reported the proceedings of the Regional Committee, which met in Manchester on February 7, 1936. Mr. Russell stated that the committee had considered eighty cases at this meeting. In congratulating the District Committee on an increase in contributions to the fund for the past year of £78 14s. 5d., Mr. Russell pointed out that the amount to be received from sales of "Help Yourself" annuals would in all probability be reduced this coming year, and he appealed to branches to consider further ways and means whereby the deficit could be ameliorated.

NORTH-WESTERN BILLIARDS COMPETITION

The semi-finals and finals of the North-Western District Billiards Competition were held at Manchester on February 22, 1936, under the supervision of Mr. N. Hurd, of Manchester.

The following are the results:

Teams Competition. The semi-final matches were played as follows: Manchester v. Rochdale, and Liverpool v. Blackburn "A." Rochdale and Liverpool survived to meet in the final, and Liverpool proved to be the winners, by 1,460 points to 1,141.

The Liverpool team was presented with the trophy given by the Accrington Branch, and the members of the team each received a case of cutlery as prizes. The Rochdale team received each a case of cake forks and spoons as prizes.

Individual Competition. The semi-finalists in this competition were: Mr. G. H. Johnson (Stockport) v. Mr. J. Sinnett (Liverpool), and Mr. N. Meadowcroft (Bury) v. Mr. Whitehead (Blackburn).

Mr. G. H. Johnson and Mr. Whitehead proved to be the finalists, and Mr. G. H. Johnson defeated Mr. Whitehead in the final by 250 points to 157.

The trophy presented by the Stockport Branch therefore came into Mr. Johnson's possession for the third time, he having won the individual competition in 1933 and again in 1935. He was also presented with a canteen of cutlery as first prize, and Mr. Whitehead received a case of fish knives and forks as second prize.

NORTH-EASTERN

A well-attended meeting of the North-Eastern District Committee was held at Bishop Auckland on February 22, 1936. The representatives were welcomed by Mr. Pickering, chairman of the Bishop Auckland Sub-Branch of the Durham County Officers' Branch of the Association. Mr. R. E. Heron occupied the chair.

The minutes of the executive committee contained a recommendation that an area education committee be appointed, consisting of 11 members. The duties of the education committee will be to examine all matters relating to the Association's education policy, and to make recommendations thereon.

After considerable discussion, it was agreed to support the National Executive

Council's proposals relating to the purchase of publications and the scheme for continuous membership.

Increased Membership

The divisional secretary presented his annual report on the membership of the Association in the North-Eastern District. The number of branches within the area as at October 31, 1935, was 37, and the number of fully paid members, 4,999. The net increase in membership during the year was 440. With the exception of the year 1930, when the merger with the N.P.L.O.A. took place, this was the highest annual increase ever recorded in the district. The branch showing the largest increase in membership was Durham County, with an addition of 97. Northumberland County Officers' Branch comes second on the list with an increase of 44, and Middlesbrough and Tynemouth each had an increase of 30. Since the end of the year two new branches have been formed, namely, Hebburn (formerly members of the Felling and Hebburn Branch), Seaton Valley (formerly attached to the Northumberland Branch).

Service Conditions

The divisional secretary, in his report on service conditions, referred to the fact that, as a result of interviews, improvements had been made at Darlington, Jarrow, and Newcastle; applications had been made to Eston Urban District Council and Prudhoe Hall Colony; and in respect of superannuation, the scale of allowances recently adopted by the Middlesbrough Corporation in respect of non-contributory service was reported as follows: first £300, 1/60th; over £300, not exceeding £500, 1/80th; over £500, 1/120th.

A revision of the sickness allowances had been made by the Newburn U.D.C., which had agreed to three months' full pay in any one year, after which individual cases would receive the consideration of the council.

The divisional secretary referred to the action for libel which had been commenced on behalf of a member of the Easington Branch, and stated that it was expected the case would be heard at the June Assizes at Durham.

He added that the action which had been taken against a local newspaper on behalf of two ex-officers at Hebburn had been settled by the payment of £30 in each case and the publication of an apology. He had received a letter of thanks from the Hebburn Branch.

B. and O. Fund

In the absence of the chairman of the Regional Committee, a report on the work of the Benevolent and Orphan Fund was presented by the divisional secretary. Total grants made or recommended at the last meeting amounted to £185 15s. 6d., in addition to which loans had been made amounting to £32 10s. A widow, who had been assisted by the fund for some time, had now found employment, and there was no further need for assistance.

Whitleyism

The honorary secretary, Mr. Grainger, referred to the progress of the proposed Provincial Joint Council for the North-Eastern area.

SOUTH-WESTERN

The quarterly meeting of the South-Western District Committee was held at Exeter on Saturday, February 15, 1936, under the chairmanship of Mr. C. J. Newman, town clerk of Exeter. The Rt. Worshipful Mayor of Exeter (Alderman Gayton) and the Sheriff of Exeter welcomed the delegates. Both these gentlemen congratulated the Association on its achievements.

Amongst the matters discussed at the meeting were the following: trading and thrift schemes, purchase of publications, formation of an area education committee. By a majority, the committee was of opinion that the Association should dissociate itself from anything in the nature of trading schemes. It was decided to support the National Executive Council concerning the purchase of certain publications. With regard to the formation of an area education committee, it was decided to call a meeting of educational correspondents in the area to meet the executive committee to discuss the whole question. The divisional secretary reported that the membership in the district for the past year showed an increase of nearly 500 members over last year.

The Exeter City Branch was congratulated on the fact that the city council was the first authority in the area to adopt the national scale of salaries; the fact was elicited that this was largely brought about by the educational policy of the Association.

The Exeter City Branch entertained the delegates to a dance and whist drive on the Friday evening previous to the meeting, and on Saturday a luncheon was given for members by the Devon County and Exeter Branches, which was attended by the mayor and sheriff.

SOUTH WALES

More than 100 delegates attended a meeting at Swansea on February 22 of the South Wales and Monmouthshire District Committee.

Addressing the meeting, the Mayor of Swansea (Councillor A. R. Ball) said he believed in the direct contact between local authorities and the Association, but he regretted that the Swansea officers had not been so successful as their colleagues in some parts of the country in the matter of a superannuation fund. He hoped, however, that they would be able to overcome the difficulties.

To settle differences which arose in Swansea there was a joint committee of members of the borough council and the Association, and he believed it was best to tackle such differences at their inception, for, in his experience, strikes were the result of accumulated grievances.

It was reported that the membership of the Association in South Wales in 1935 was 4,336, an increase of 190 over the previous year, and of 943 compared with five years ago.

The committee decided to submit a resolution to the annual conference, urging that special Government grants be made to local authorities in distressed areas in order to maintain an efficient standard of local government administration.

A NORTH-WALES HOLIDAY FOR YOU THIS YEAR

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CAMBRIDGE

THE school will be held at Selwyn College from July 18 to July 25, 1936. Selwyn College is a handsome building, constructed in modernised Tudor-Gothic, a chapel dating from 1882. The very fine woodwork on the wall behind the dais, the hall was formerly in the English church of St. Mary, Rotterdam, where it was erected in 1708. Selwyn possesses many interesting and valuable portraits.

The Lectures.

The lectures at the Cambridge school will deal with some of the more important features of public administration in different types of State, including a comparison with English public administration. The lectures will be divided into three groups, consisting of three lectures in each group, as follows:

Group I. Lectures 1, 2, and 3.—The Centralised State. French Public Administration.

Group II. Lectures 4, 5, and 6.—The Federal State. Public Administration in the U.S.A.

Group III. Lectures 7, 8, and 9.—The Unitarian State. Germany and Italy. Each lecture will be of one hour's duration, and a seminar or discussion class will be held at the conclusion of each group of lectures.

The Lecturers

The lectures will be delivered by:

Group I. Paul Vaucher, Esq., D. es L., Secretary of the Council of Social Research in the University of Paris; Professor of Modern French History and Institutions in the University of London.

Summer Schools

Group II. Rowland Egger, Esq., M.A., D.Phil., Professor of Administrative Law and Director of the Bureau of Public Administration in the University of Virginia, U.S.A.

Group III. H. F. L. Goetz, Esq., Doctor of Political Science, Diplom-Volkswirt; Beigeordneter im Kommunalwissenschaftlichen Institut an der Universität, Berlin.

ABERYSTWYTH

The Summer School will be held at the University College of Wales, Aberystwyth, from July 11 to July 18, 1936. Students will be accommodated in Alexandra Hall, which was opened in June, 1896, by her late Majesty Queen Alexandra.

The Lectures

The lectures at the Aberystwyth school will deal with the main structure of public administration and its relation to industry, leading up to a discussion of some current problems in local government.

The lectures will be divided into three groups, consisting of three lectures in each group, as follows:

Group I. Lectures 1, 2, and 3.—General Structure of Local Government; Central and Local Government.

Group II. Lectures 4, 5, and 6.—Economics of Local Government; Local Government and Industry.

Group III. Lectures 7, 8, and 9.—Current Problems in Local Government; Health; Housing; Poor Law and Traffic. Each lecture will be of one hour's duration, and a seminar or discussion class will be held at the conclusion of each group of lectures.

The Lecturers

The lectures will be delivered by:

Group I. H. Lloyd Parry, Esq., B.A., B.Sc., LL.B., Hon. Lecturer on Constitutional Law and Public Administration in the University College of the South-West of England. Town Clerk of Exeter, 1905-1930.

Group II. P. Ford, Esq., Ph.D., B.Sc. (Econ.), Head of the Department of Economics, University College, Southampton.

Group III. Wm. A. Robson, Esq., Ph.D., LL.M., B.Sc. (Econ). Barrister-at-Law. Lecturer in Industrial and Administrative Law in London University.

The numbers attending the Summer Schools will this year be limited. Students are therefore particularly requested to submit the form of enrolment immediately copies are available.

The booklet giving full particulars of the schools is now in course of preparation, and will be forwarded to branches in due course.

ST. ANDREWS

Details of the Scottish Summer School to be held at St. Andrews from June 20 to June 27 will be found on page 464.

UNIQUE EMPLOYER

A meeting of the Greater Birmingham Employment Committee was held recently, at which there was some discussion as to the extent to which the Birmingham Corporation should use the facilities of labour exchanges in recruiting manual workers. Alderman Ager expressed the opinion that with regard to both the manual and non-manual services of the Corporation of Birmingham and other corporations, most of the jobs were filled because the people who filled them happened to know a member of a certain committee or a certain city councillor. "In my opinion," he said, "that is all wrong, and there ought to be a free field, particularly for local government services. I, along with others, week by week, get people coming to us and saying: 'Can you give us a letter to this department of the corporation, because the only way we can get a job is by the presentation of a letter from a city councillor.'" Councillor Walter Lewis alleged that certain members of the council battered the officials until they got certain persons into particular jobs. Commenting upon these discussions in the *Birmingham Mail*, the leader writer said that "at first sight a good deal of sympathy might appear to be merited by the point of view that an obligation should not rest upon the corporation which is imposed upon no other employer. But," he went on, "as an employer the corporation is in a class by itself. From diverse quarters there came the plea that public men should be freed alike from the temptation and from the vexation of being asked to put the claims of influence above the claims of merit."

Local Government Officers' Problems

Under the auspices of the Joint Committee of the Liverpool and Manchester Sea Education Committees of the Association, a most successful week-end school was held at Culcheth Hall, near Warrington, on March 7 and 8, with Mr. C. A. W. Roberts, M.B.E., in the chair.

The first subject considered was that of promotion problems in the local government service, introduced by Mr. T. S. Emery, M.A., Lecturer in Public Administration, Liverpool University. He opened by stating that at present there were three main methods of promotion in the local government service: (a) seniority, (b) competitive examination, and (c) unrestricted discretion. The seniority method appeared, at the moment, to be the most popular, but it could only be applied within a restricted field. Whilst competitive examination is the least evil of all methods for recruitment, such an examination is no test of capacity for responsibility. Unrestricted discretion by committees or chief officers can be a valuable method, but it is open to grave abuse if personal prejudice is allowed to creep in. The best possible method would be the solution of an abstract test on the lines of the civil service annual report, which arrives at an approximation of the truth. Nevertheless, larger units of administration will be necessary to any really effective promotion system.

Establishment questions require specialised knowledge, and should be handled only by a trained staff specially engaged

in such matters. Establishment committees, departments, and officers are a necessity for all large local authorities.

The Town Clerk's Department

At a further session, Mr. Emrys Evans, M.A., LL.B., Town Clerk of Wallasey, addressed the school on "The Relation of the Town Clerk's Department to the other Municipal Departments."

Mr. Evans pointed out that very few of the duties of a town clerk are defined in Acts of Parliament. Town clerk's departments were in the peculiar position of being able to survey the work of all other departments of the local authority. Also, the town clerk's office was able to secure and maintain contact outside the town hall.

Mr. Evans stressed the value of regular meetings of the whole body of chief officials in every town. By this means, proper co-ordination could be effected and friendly relationship maintained. It was not the case that town clerk's departments were the bosses of the other departments, but it was the case that they could be the friendly counsellors of all.

Debate.

The school closed with a debate entered into with zest by the younger members of the school, who brought out their opposing views for and against the serviceability of academic courses of study in public administration.

The arrangements for the school were made by Miss Iva Stansfield, Manchester.

Superannuation

SUPERANNUATION problems have again been the dominant concern of the month. Aberdeen Town Council has now decided to give 80ths for non-contributory service to all who have contributed to the fund for a period of ten years or over. As the scheme was adopted in June, 1925, this covers practically all the employees, and the decision will greatly benefit many who retire within the next few years. Lanarkshire, however, when it decided to give 80ths for non-contributory service made its decision retrospective, so that several who were on the retired list benefited by that decision. A committee of Dundee Town Council is also recommending 80ths. There the adoption of the scheme comes up for formal approval on April 6, and we have every reason to hope that the scheme proposed will be adopted. The question of non-contributory service is coming before the Inverness Town Council, and information has been sent on the subject. We are pleased to note also that the finance committee of the County Council of Inverness has recommended the adoption of a scheme. The town of Dumfries is also going ahead with a scheme. There has been some delay in Fife owing, we believe, to certain difficulties raised by the Scottish office. Renfrewshire is pretty certain to adopt a scheme which, it is proposed, should come into force in November next. The subject is to be raised again at the March meeting of Aberdeen County Council. That council passed a scheme about a year ago, but at the confirming meeting it was delayed.

Whitley Councils

Some progress has been made towards the establishment of a Whitley Council for the technical, clerical, and administrative staffs. The Convention of Burghs has now appointed the following representatives: Lord Provost Nimmo, of Perth; Sir Henry Keith, of Hamilton; Mr. John P. Morrison, of Paisley; and Provost Rutherford, of Kirkintilloch. The matter has also been before the Association of the Counties of the Cities which decided that each city should appoint one representative. The names of the four city representatives have not yet been received by the clerk to the Association. We understand that the executive of the County Councils Association decided before appointing representatives to communicate with the individual councils.

Scottish Summer School

The syllabus for the Scottish summer school is now, at the time of writing, March 17, in the hands of the printers, and will be sent to branches before these notes appear. Members interested can obtain copies from their branch secretary or from Mr. Mortimer, the divisional secretary. The general arrangements are the same as in previous years. The students will be housed in St. Salvador's Hall of Residence, St. Andrews, and the inclusive charge will be 9s. 6d. per day. No other fees are payable by members of the Association. Those who are not members will be asked to pay a fee of 10s. 6d. There will be the usual inaugural dinner, which, this year, is to be held on Saturday, June 20, when the school will be declared open by Lord Provost Nimmo, of Perth.

Scottish Notes

Superannuation Progress

The principal lecturers will be Sir Andrew Grieron, of Edinburgh; Mr. R. M. Lees, M.A., Lecturer in History at Glasgow University; and Mr. A. K. White, M.A., Lecturer in Political Philosophy at Glasgow University. Facilities for sports will be arranged, and the students may depend on spending a very happy and instructive holiday at St. Andrews. The school lasts for a week, namely, from June 20 to 27. It has been asked if a student must stay at the Hall of Residence, and the answer is in the negative. If he wishes to stay with his wife and family outside the Hall, well and good. It will not prevent him from joining in the life of the school.

Essay Competition

We should like to draw special attention to the essay competition for the J. E. Highton Prize. Mr. J. E. Highton, C.B., B.L., secretary to the Department of Health for Scotland, very kindly instituted this essay competition in connection with the school, but the competition is open to all Scottish members of N.A.L.G.O., whether they attend the school or not. The rules of the competition and the subject of the essay will be found in the summer school syllabus. Last year comparatively few students entered for the competition. It is to be hoped that there will be a much larger entry this year.

SOCIAL FUNCTIONS

Presentation to Mr. Hugh Begg, F.R.C.V.S.

The annual whist drive and dance of the Lanarkshire branch in the Grand Hotel, Glasgow, on March 7, was marked by a presentation to Mr. Hugh Begg in recognition of his services as president since the inception of the branch in 1913, from which office he has resigned owing to his retiral from public duty as veterinary inspector for the county.

Mr. and Mrs. Begg were the guests of the evening, and in handing over to Mr.

in the

ies N.E.C. DINNER

The beautiful hall at Lincoln's Inn, granted by courtesy of the Masters of the Bench of the Honourable Society of Lincoln's Inn, provided a delightful setting for the dinner at which Mr. G. W. Coster, M.B.E., the President, and members of the National Executive Council of the Association entertained a large and distinguished company of guests on Friday, February 28. After the loyal toasts had been honoured, the President expressed the pleasure of himself and of the members of the Council at this further opportunity of meeting friends of the Association and of extending hospitality to them. The responses were made by Lord Bayford, P.C., and Sir George Chrystal, K.C.B., who also conveyed a message of cordial greeting to the company from the Rt. Hon. Sir Kingsley Wood, M.P., Minister of Health. The Rt. Hon. A. V. Alexander, P.C., M.P., proposed the toast of "The President," and Mr. Coster responded. At an interval during the

Begg an all-electric radio-gramophone and wallet of Treasury notes, Mr. P. C. Smith spoke in felicitous terms of Mr. Begg's service as president since the branch's inception, which service, he said, had been rendered with great credit to himself and to the undoubted advantage of the branch and the Association. Mr. Begg was a member of the National Executive Committee and one of the three trustees, but now, by the rules of the Association, he was obliged to retire. The members asked him to accept these gifts as tangible evidence of their high appreciation of his long, faithful and fruitful service.

A handsome silver-mounted brush set was presented to Mrs. Begg by Miss K. C. Muir (Coatbridge), and a happy and warm acknowledgment was made by Mr. Begg on his own and his wife's behalf.

Whist followed, and a concert party, arranged by Mr. Paton (Airdrie) provided a pleasant interlude. Dancing occupied enjoyably the remainder of a function at which the arrangements of the caterers and the committee appeared to delight everyone.

Eastern Border Counties

A very successful whist drive and dance was held in Galashiels on March 13, when there was a good attendance. It is the first occasion on which the branch has held a social function in Galashiels, and the success of the function is very gratifying to its promoters.

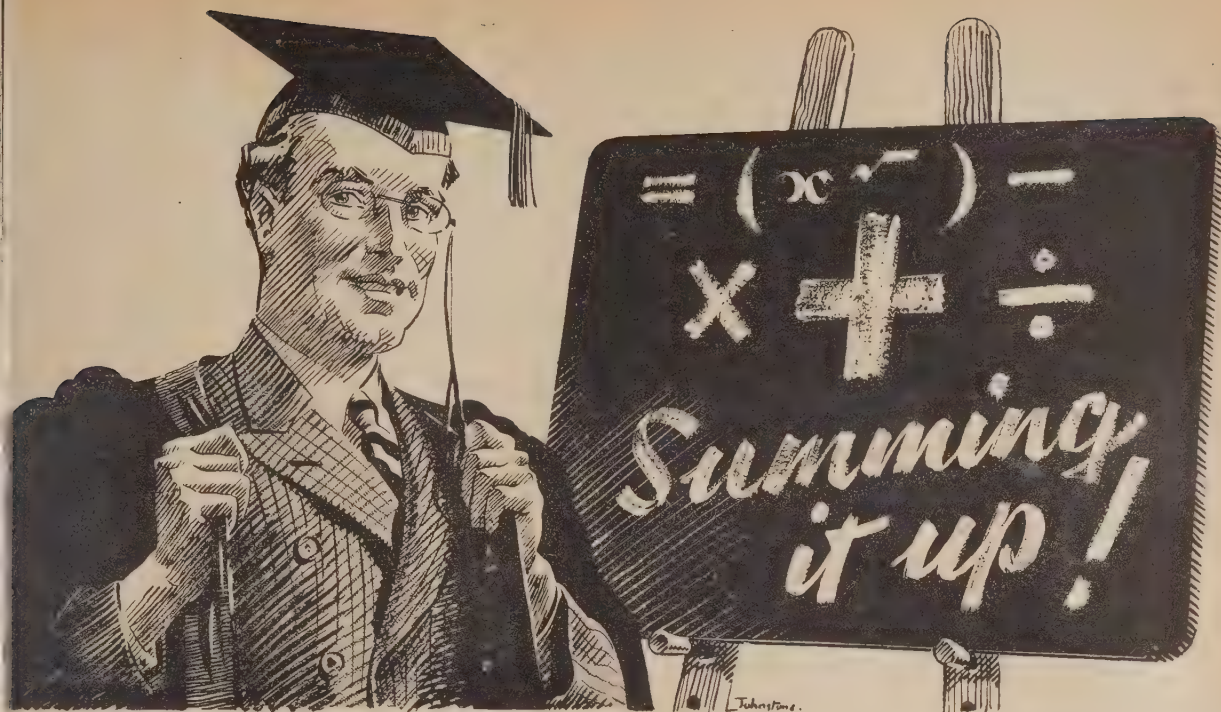
Glasgow Branch "Smoker"

There were close on 400 present at the annual "smoker" on February 27. The company included the Lord Provost, the Senior Magistrate (Bailie McClounie), Bailie Hood, Bailie Docherty, and Bailie Kerr. Dr. Macgregor, medical officer, president of the branch, presided for the former part of the evening, and when he had to leave for the night train to London, Mr. A. G. M. Archibald took the chair. After high tea there was an excellent concert, and much free-and-easy hilarity among the company. The speeches were short and entertaining, and altogether the function was most enjoyable. To Mr. John Muir and his able lieutenants much credit is due for the excellent arrangements.

evening a short programme of music was rendered by Juliette Alvin ('cello), Maria Korchinska (harp), and Joseph Slater (flute).

Among those present were:

Mr. E. W. B. Abbott, ex-Director of Education, Maidstone; Mr. W. J. Bache, M.I.E.E.; Dr. H. W. Barnes, Medical Officer of Health, Camberwell; Mr. E. B. Behrens, M.C., Ph.D., M.A.; Sir Noel Curtis Bennett, K.C.V.O.; Mr. J. Bond, O.B.E.; Miss E. I. N. Bradshaw, Cheltenham; Mr. A. C. Cameron, M.C., M.A., Secretary, Central Council for School Broadcasting; Ald. J. W. Catlow, President, Association of Education Committees; Mr. E. G. Culpin, vice-chairman, London County Council; Mr. Dingle Foot, M.P.; Mr. J. Forbes, Editor, "Municipal Journal"; Mr. H. W. S. Francis, O.B.E., B.A., Director, Local Government Division, Ministry of Health; Sir I. G. Gibbon; Sir Percy Hurd, M.P., President, Rural District Councils Association; Mr. C. J. Jackson; Sir Henry Jackson, Bart., M.P.; Dr. W. Ivor Jennings; Mr. S. M. Johnson, Secretary of the County Councils Association; Ald. Lt.-Col. M. F. Kittoe, O.B.E., Deputy-Lieutenant, County of Middlesex; Mr. Albert Laker, Chairman and Managing Director, Municipal Journal, Ltd.; Mr. C. H. Leach, Editor, *Public Assistance Journal*; Mr. A. J. Lees, C.B.E., Secretary of the Urban District Councils Association; Mr. J. J. McIntyre, Secretary of the Rural District Councils Association; Sir George Middleton; Sir Henry Pelham, K.C.B., C.B., permanent secretary, Board of Education; Mr. W. H. Pullinger; Sir W. Arthur Robinson, G.C.B., K.C.B., chairman, Supply Board, and formerly Secretary to the Ministry of Health; Dr. W. A. Robson; Dr. F. E. Scrase, ex-Medical Officer of Health, Hampstead; Mr. Sydney Walton, C.B.E.



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ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: WHitehall 9351 (6 lines). Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been forwarded to branch officers from headquarters:

February 25

Circular No. 17/Log/1936.

(To certain local correspondents of Logomia.)
Enclosing a statement showing commission on new business due to the branch for half year ended December 31, 1935.

March 18

Circular No. 18/1936.

(To each branch secretary.)
Concerning the articles obtainable in the Association's colours.

Circular No. 19/1936

(To each branch secretary.)
Regarding the N.A.L.G.O. Mediterranean Cruise and enclosing leaflets.

Circular No. 20/1936.

(To each branch secretary.)
(a) Stating that a specimen copy of the Association's holiday guide is being sent to each branch and enclosing a form for ordering further copies.

(b) Stating that arrangements have been made with Mudie's Library for reduced subscriptions and enclosing particulars and application forms.

Circular No. 21/1936.

(To each branch secretary.)
Concerning the sports badge competition.

Circular No. 22/1936.

(To each branch secretary.)
Giving particulars of the N.A.L.G.O. Motoring Association.

Circular No. 23/Gen./1936.

(To each branch secretary.)
Enclosing a copy of the official statement issued by the Ministry of Health in connection with a Bill for Compulsory Superannuation.

Circular No. 24/B.O./1936.

(To each branch secretary.)
(a) Giving the names of the winners of the Benevolent and Orphan Fund poster competition.

(b) Concerning applications for assistance from the Fund and retired membership.

NOMINATIONS FOR HONORARY OFFICERS

The following nominations for honorary officers of the Association for the year 1936-37 have been made by the District Committees:

President: Mr. W. E. Lloyd.
Two vice-presidents: Mr. W. W. Armitage, Mr. D. L. Griffiths, and Mr. J. L. Holland.
Three trustees: Mr. A. G. M. Archibald, Mr. S. Lord, and Mr. W. H. Whinnerah.
Hon. treasurer: Mr. W. E. Lloyd.
Hon. solicitor for England: Mr. P. H. Harrold.

Hon. solicitor for Wales: Mr. D. J. Parry.
Hon. solicitor for Scotland: Mr. G. S. Fraser.
The National Executive Council at its meeting on March 14 made the following nominations:—

President: Mr. W. E. Lloyd.
Two vice-presidents: Mr. W. W. Armitage and Mr. J. L. Holland.
Three trustees: Mr. A. G. M. Archibald, Mr. S. Lord, and Mr. W. H. Whinnerah.
Hon. treasurer: Mr. W. E. Lloyd.
Hon. solicitor for England: Mr. P. H. Harrold.

Hon. solicitor for Wales: Mr. D. J. Parry.
Hon. solicitor for Scotland: Mr. G. S. Fraser.

CONFERENCE TRAVELLING

Persons travelling to the annual conference at Aberdeen at Whitsuntide will be able to use the summer tickets which the railway companies are continuing to issue between all principal points on any day, available for return on any day, within one calendar month, at the ordinary single fare and one-third for the double journey; fractions of 3d. reckoned as 3d. Minimum fares: First class 4/-, Third class, 2/6.

Arrangements will be made through headquarters for the reservation of seats for those who will be travelling from London. A party of eight or more travelling together can have accommodation reserved for them free of charge on notification of their requirements to the local station master a few days before travelling. Similar arrangements, no doubt, can be made with other railway companies. For individual passengers the charge for the reservation of one seat is 1/-.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost of living index for the past six months: October, 45; November, 47; December, 47; January, 47; February, 47; March, 46. The percentage increases in each of the five groups on which the index figure is based are as follows:

	Jan.	Feb.	Mar.
Food ..	31	30	29
Rent ..	58	58	58
Clothing ..	85	90	90
Fuel and Light ..	75	75	75
Other Items ..	70	70	70

ABERDEEN CONFERENCE

Dates to Remember

April 15.—Amendments to motions in Conference agenda to be received at headquarters by 5 p.m.

April 15.—Voting papers for N.E.C. to be in hands of branch secretaries.

April 23.—Voting papers for N.E.C. to be in hands of members.

May 1.—Voting papers to be in hands of secretary of district committee.

May 1.—Journal will contain amendments to motions in Conference agenda.

May 2.—Counting of votes for N.E.C. commences in each district.

May 2.—Voting papers for honorary officers to be in hands of branch secretaries.

May 2.—Voting papers for venue of Annual Conference to be in hands of branch secretaries.

May 16.—Conference agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

May 16.—Voting papers for honorary officers to be returned to headquarters.

May 16.—Branches desiring to divide voting strength at Conference to notify headquarters of allocation.

May 16.—Voting papers for venue of Conference to be returned to headquarters.

May 30.—Whit Saturday. First day of Conference proceedings.

June 1.—Whit Monday (Bank Holiday).
Second day of Conference proceedings.

IMPORTANT DATES

April 1.—Last day for applying for admission to N.A.L.G.O. examinations in May.

April 9.—Holiday centres at Croyde Bay and Cayton Bay open for the season.

April 30.—Second quarterly return of alterations in register of membership.

N.A.L.G.O. SPORTS BADGE

£5 5s. Competition

The National Executive Council has decided to award a prize of £5 5s. to the member who submits the best design for a new sports badge for the Association. The opinion has been expressed from time to time that the present Discobolus design is not representative of N.A.L.G.O., and it is hoped that the competition will bring forth a lot of new ideas. The badge must be suitable for wearing on the pocket of a blazer.

Members can submit any number of entries, but each entry must have written on the back the name and address of the competitor, and should reach the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, not later than Friday, June 12, 1936.

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Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.

BACKWARDS and FORWARDS

THE publication in this issue of the first agenda for the Aberdeen Conference will help us all to realise how near we are to that very important event.

Although much has happened since, it seems "but yesterday" that we were commenting on the Cheltenham Conference. Stirring events have happened in that big world outside N.A.L.G.O.'s small compass, and more momentous ones are happening as we write. The rapidity with which one crisis follows another in these unprecedented times probably accounts for that phenomenon of advancing age—"How time flies." In a way, the Association is affected by a similar influence; the more it achieves, the less time there seems to be for it. That being so, the progress and the achievements of the year now drawing to a close are extremely gratifying.

The report of the National Executive Council—the account of the stewardship of those who are elected to serve the Association as councillors from one conference to another—will be sent to the branches with the first agenda. That report puts on record in a minimum of space a wonderful year's work, and he will be a very exacting person who is not satisfied.

In membership, the Association has set up a new record, and that is the most effective answer to the few timid and nervous members who still entertain a doubt whether N.A.L.G.O. is doing its job. The same story is told year after year as regards membership, and we cannot point to a better barometer.

Compulsory Superannuation

One of the outstanding events of the year is the official promise which has been received from the Parliamentary Secretary to the Minister of Health, within the last few days, that next session a Government Bill will be introduced to make the Superannuation Act compulsory.

It is just about a year ago that Sir Henry Jackson, Bt., M.P., introduced the Association's Bill, which brought about the conferences that have since been held and which have resulted in the very satisfactory piece of news which we publish on another page of this issue. The introduction of Sir Henry's Bill last year was timed to force consideration of an issue, and it had the desired effect. It will be remembered that the Bill was withdrawn on an understanding given to N.A.L.G.O. that

a conference would be convened by the Ministry of Health. That conference resulted in a promise being given to bring together the bodies representing the government, the local authorities, the officers, and the workmen. This conference was called; it held several meetings, and we now pay tribute to the genuine and whole-hearted desire shown by the Ministry of Health, the local authorities' associations, and the general council of the Trades' Union Congress (representing the workmen employed in local government) to reach agreement on the main structure of the proposed Bill.

It must not be expected that the Bill will straighten out all the difficulties which we should like to see removed. The Association has sacrificed a number of its points in the interests of superannuation for all. That is its first duty to its members. The trimmings can be added later, but for the moment let us be satisfied with the extension of a common measure of justice to all local government officers and workmen.

Something New on Whitleyism

The report also shows that some progress has been made with Whitleyism. It is not very spectacular, we admit, but there is progress, and that is something new to say on this score. If our own members were as keen on Whitleyism as they have been on superannuation, we believe it would go forward with accelerated pace. Whitleyism is the most promising system known to us for the improvement of the

conditions of service of local government officers, but its establishment demands faith and hard work. There is no short cut to success in organisation. There is no genie who can be hired to replace the efforts of the branch officers and headquarters, and there is no outside organisation which will undertake to do for N.A.L.G.O. what it cannot do for itself.

Faith and Self-Confidence

There is nothing on earth or in Heaven which is an effective substitute for self-confidence. We can get the service conditions which we desire, if, first of all, we deserve them, and secondly, if we have faith in ourselves and our organisation. We have to hand overwhelming proof of the effectiveness of this spirit in the achievement of the Lancashire and Cheshire Provincial Council—a council which has functioned for fifteen years because the members of N.A.L.G.O. in that area have determined that it shall function. Its salary scales and scheme of conditions of service have been generally accepted within the council's area; they have even been adopted by several authorities without the area—they were adopted by the Nuneaton Corporation so recently as last month. It has even succeeded in persuading Oldham to fall into line!

Metamorphosis!

Many of the delegates who attended the Folkestone Conference will remember the note of despair in the voice of the representative from Oldham, when he appealed for something to be done for his members, and he was almost driven to ask N.A.L.G.O. to change its general policy to suit the Oldham point of view. We have now another story to tell. The Oldham Town Council has not only adopted the Lancashire and Cheshire Whitley Council grading and salary scheme, but it has adopted the Superannuation Act as well!

We congratulate the Oldham officers and its executive committee, the North-Western District Committee, and the Oldham Town Council, too, on their achievement.

Let this instance and the announcement on superannuation guide the thoughts of those who will be going to Aberdeen with a greater degree of impatience than sound organisation sense.

An Interesting Agenda

The agenda for the next conference is the most interesting we have seen for many years past; there are several items put down by branches and the National Executive Council which will give full scope for those qualities of debate which we know to be possessed by Conference representatives.

There are items of a domestic character, there are one or two issues

(Continued on page 472.)

AGENDA OF ANNUAL CONFERENCE, 1936 AT ABERDEEN

NOTE. The proceedings will commence at 9.30 a.m. on Saturday, the 30th May, 1936, and on Monday, the 1st June, 1936. The Conference will adjourn for luncheon at 12.30 p.m. and reassemble at 2.30 p.m. on each day, unless otherwise determined.

The Session on Saturday morning will be open to all local government officers and the public.

1. OFFICIAL WELCOME BY LORD PROVOST WATT OF ABERDEEN AND MEMBERS OF THE CORPORATION.
2. PROCEEDINGS OF THE CONFERENCE HELD ON THE 8th AND 10th JUNE, 1935.
3. BENEVOLENT AND ORPHAN FUND.

- (a) The Lady Provost of Aberdeen, Mrs. Watt, will receive the Purse of the Benevolent and Orphan Fund.
- (b) The Lady Provost of Aberdeen, Mrs. Watt, will present the "Sir Homewood Crawford" Shield, the "Sir Charles Wakefield" (Lord Wakefield) Shield and the "Bridlington" Cup.
- (c) Honorary Treasurer's Financial Statement.
- (d) Management Committee's Report and Notices of Motion and amendments relative thereto.

Notice of Motion given by the National Executive Council.

That Rule 2 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows:—

RULE 2—DEFINITIONS.

- (i) Delete the words "Rule 18" from line 9 of the rule and substitute therefor "Rules 15 and 17."
- (ii) At the end of the rule add the following new definition: "Year" means the period commencing on the first day of November in any year and ending on the thirty-first day of October in the following year.

The following is the effect of the amendments, the deletions being in *italics* and the additions in **black**:—

Proposed Amended Rule.—In these Rules, unless the context otherwise requires:

"Annual Conference" means the Annual Conference of the Association, and shall include any special Conference that may be held;
 "Association" means the National Association of Local Government Officers;
 "Branch" means a branch of the Association;
 "District Committee" means a District Committee of the Association;
 "Regional Committee" means a Committee constituted in accordance with Rule 18 Rules 15 and 17;
 "Fund" means the Benevolent and Orphan Fund of the Association;
 "Council" means the National Executive Council of the Association;
 "Management Committee" means the Benevolent and Orphan Fund Management Committee appointed by the Council in accordance with Rule 11;
 "Trustees" means the Trustees for the time being of the Fund;
 "Member" means a person who contributes to the Fund according to the provisions of Rules 5a and 7;
 "Honorary Member" means any person other than a member of the Association or officer or servant thereof qualifying in accordance with Rule 5b; and
 "Secretary of the Fund" means the person holding the position of General Secretary of the Association.
 "Year" means the period commencing on the first day of November in any year and ending on the thirty-first day of October in the following year.

Notice of Motion given by the National Executive Council.

That Rule 3 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows:

RULE 3—OBJECTS.

- (i) Delete the words 'when necessary' from the first line of the rule and substitute therefor the words 'in cases of poverty or distressing circumstances.'
- (ii) Delete the word 'shall' from the first line after Clause 7 and substitute the word 'may' therefor.
- (iii) Delete the word 'shall' from the second line of the proviso after clause (e) and substitute the word 'may' therefor.
- (iv) At the end of Rule 3 insert the following words: "The Management Committee may at their discretion refuse to grant assistance in any case and shall not be bound to assign any reason for so doing."

The following is the effect of the amendments, the deletions being in *italics* and the additions in **black**:—

Proposed Amended Rule.—The objects of the Fund shall be to afford, *when necessary*, in cases of poverty or

distressing circumstances, assistance to the following classes of persons:—

- (1) members;
- (2) bona fide dependents of members;
- (3) bona fide dependents of deceased members;
- (4) members of the Association;
- (5) bona fide dependents of members of the Association;
- (6) bona fide dependents of deceased members of the Association; and
- (7) past members of the Fund or the Association who have left the local government service on account of ill health or similar circumstances and who are not eligible for membership or retired membership of the Association, but who at the date of leaving the local government service were members of the Association and bona fide dependents of such past members.

Such assistance *shall* may be given by granting:—

- (a) relief in cases of distress, illness, accident or sudden emergency;
- (b) temporary loans;
- (c) allowances or annuities;
- (d) permits for admission to sanatoria, convalescent homes or other institutions;
- (e) facilities for consulting specialists at reduced rates.

Provided that in those cases coming within classes (4) to (7) both inclusive above no assistance *shall* may be rendered until the recommendations in connection with such cases have been approved by the Management Committee and the Council. The Management Committee may at their discretion refuse to grant assistance in any case and shall not be bound to assign any reason for so doing.

Notice of Motion given by the National Executive Council.

That Rule 5 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows:—

- (i) Delete the word "and" from line 5 of Rule 5 (a).
- (ii) Delete the words "per annum" from line 6 of Rule 5 (a) and substitute therefor the words "in any one year."

The following is the effect of the amendments, the deletions being in *italics* and the additions in **black**:—

- 5.—(a) Any person who is a member of the Association, a retired member of the Association or an officer or servant thereof contributing to the Fund:—
 - (i) a personal donation of not less than £2 2s. od. in any one year shall be a "life member"; and
 - (ii) not less than 2s. 6d. *per annum* in any one year shall be a "contributing member."
- (b) Any other person:—
 - (i) contributing to the Fund not less than £2 2s. od. in one payment;
 - (ii) who is, or has been, interested in the work of the Association or of the Fund, and who is elected an honorary life member by the Council on the recommendation of the Management Committee, shall be an honorary life member of the Fund.

Notice of Motion given by the National Executive Council.

That Rule 6 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows:—

Delete Rule 6.

Note.—Rule 6 reads as follows:—

6.—Contributions to the Fund may be made in one sum or by instalments.

Notice of Motion given by the National Executive Council.

That Rule 7 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows:—

Delete Rule 7 and substitute the following therefor:—
 A contribution to the Fund from any person which in any one Fund Year is less than 2s. 6d. shall be placed to the credit of the Branch of which such person is a member.

Note.—Rule 7 at present reads as follows:—

7.—A contribution to the Fund from any individual which in any one year is less than 2s. 6d. or *pro rata* in the case of new entrants, shall be placed to the credit, not of such individual, but of the branch of which such individual is a member.

Notice of Motion given by the National Executive Council.

That Rule 10 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows :—
RULE 10—MANAGEMENT COMMITTEE.

- (i) Delete Rule 10 (e).
- (ii) Delete Rule 10 (f).

(Note.—This deletion is made subject to the consent of the Approved Society Committee of Management).

- (iii) Add at the end of the rule the following :—No person shall be a member of the Management Committee unless such person is also a member of the Fund.

The following is the effect of the amendments, the deletions being in *italics* and the additions in **black** :—

10.—The Management Committee shall consist of :—

- (a) The President and Honorary Treasurer of the Association ;
- (b) The Chairman and Vice-Chairman of the Council ;
- (c) Three other members of the Council who shall be members of the Fund ;
- (d) One representative of each District Committee area of the Association, who must be a member of the Fund and a member of the Regional Committee, to be nominated by the respective Regional Committees ;
- (e) *Not more than three members, who may be co-opted by the Management Committee, with the consent of the Council ;*
- (f) *One member of the Nalگو Approved Society Management Committee, who is a member of the Fund, to be appointed by that Committee ; and*
- (g) The Honorary Solicitors and the Trustees of the Fund, shall be ex-officio members.

No person shall be a member of the Management Committee unless such person is also a member of the Fund.

Notice of Motion given by the National Executive Council.

That the rules and constitution of the Benevolent and Orphan Fund be amended as follows :—

By the insertion of the following new Rule 12A :—

“Rule 12A. The Chairman of the Management Committee shall have power to deal with any urgent case in which assistance is sought of an amount not exceeding £150. Any urgent case in which assistance is sought of an amount exceeding £150 shall be referred for decision to a special sub-committee consisting of the President of the Association, the Hon. Treasurer, the Chairman of the Management Committee and the Chairman of the Regional Committee from whose area the application is received.”

Notice of Motion given by the National Executive Council.

That Rule 17 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows :—

RULE 17—CONSTITUTION AND POWERS OF REGIONAL COMMITTEES.

Delete the word “four” in the first line of Rule 17 (a) and substitute the word “five” therefor.

The following is the effect of the amendment, the deletion being in *italics* and the addition in **black** :—

Proposed Amended Rule.—Each Regional Committee which shall be elected annually, as soon as possible after the Annual Conference, shall consist of the following, who must be members of the Association and members of the Fund :—

- (a) *Four* **Five** members of the District Committee, at least one of whom must be a member of the Council.
- (b) One member to be elected by the Branch in each District Committee area which has contributed during the preceding financial year of the Association the highest average amount per head of actual membership.
- (c) One member to be elected by the Branch in each District Committee area, which has contributed during the preceding financial year of the Association the highest aggregate amount.
- (d) One member to be elected by the Branch in each District Committee area which has contributed the highest aggregate amount since the inception of the Fund.

Provided that a Branch shall not be entitled to elect more than one member.

In the event of a Branch qualifying under more than one of Sections (b), (c) and (d), it shall elect the member under that section by virtue of which it first becomes qualified, and the remaining appointment or appointments shall be made by the Branch or Branches next in order of qualification. Provided further that in the event of a Branch which is qualified to elect a member under either of Sections (b), (c) and (d) notifying the Secretary of the Fund that it does not propose to

elect such member, the Branch next in order of qualification shall be entitled to elect a member.

Notice of Motion given by the National Executive Council.

That Rule 21 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows :—

At the end of Rule 21 add the following new paragraph :—

Provided that the Regional Committee may in their discretion allow a representative from a Branch within their area to attend at the Branch's own expense any meeting of such Regional Committee for the purpose of supporting any application for assistance from the Fund recommended by such Branch.

The following is the effect of the amendment, the addition being in **black** :—

All applications for assistance shall be made in triplicate on forms prescribed by the Management Committee, and two copies forwarded to the Secretary of the Fund through the Branch Secretary, one copy being retained by Branch Secretary. Each application for assistance shall be accompanied by a report of the Branch stating :—

- (a) Whether the Branch supports the application, and
- (b) If the Branch supports the application, the nature of the desired assistance and the amount it is considered will adequately meet the circumstances of the case.

Provided that the Regional Committee may in their discretion allow a representative from a Branch within their area to attend at the Branch's own expense any meeting of such Regional Committee for the purpose of supporting any application for assistance from the Fund recommended by such Branch.

Notice of Motion given by the National Executive Council.

That Rule 27 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows :—

RULE 27.

Delete the whole of the second paragraph of the rule.

The following is the effect of the amendment, the deletion being in *italics* :—

The Chairman of the Regional Committee shall have power to deal with emergency cases arising within the Committee area, and to make grants, including loans, not exceeding £30 os. od., after taking into account all previous grants and/or loans to the applicant.

Urgent cases, which require assistance in excess of £30 os. od., after taking into account the previous grant and/or loan to the applicant, shall be dealt with by the Chairman of the Management Committee.

Notice of Motion given by the National Executive Council.

That Rule 29 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows :—

RULE 29—TROPHIES.

Delete Rule 29 and substitute the following therefor :—

29.—The following trophies, namely :—

- (a) The “Sir Homewood Crawford” Shield,
- (b) The “Viscount Wakefield” Shield,
- (c) The “Bridlington” Cup,

shall be open annually for competition among the District Committees and shall be awarded in the order above stated to the three District Committees with the first, second and third highest average amount per member obtained by dividing the aggregate amount of the contributions to the Fund received from the Branches within the area of each District Committee by the total number of the members of the Association within the same area. For the purposes of this Rule the figures of Association membership shall be those obtaining on the 31st day of January preceding the Annual Conference at which the trophies are to be awarded and the aggregate amount of the contributions shall be the contributions received during the period commencing on the fourteenth day before the commencement of the preceding Annual Conference and ending on the fourteenth day before the commencement of the next Annual Conference. The Chairman (or some other responsible official) of any District Committee receiving a trophy shall give in writing an undertaking on behalf of the District Committee accepting responsibility for the safe custody of the trophy and for its delivery to the Secretary of the Fund in time for the following Annual Conference.

Note.—Rule 29 at present reads as follows :—

29.—All Branches of the Association shall be eligible to compete for the following trophies in regard to their contributions to the Fund during the period of twelve

months ending Whitsuntide of each year, and which shall be presented for the amounts indicated :—

- (a) The "Sir Homewood Crawford" Shield.
The highest average amount per head of membership.
- (b) The "Sir Charles Wakefield" Shield.
The highest aggregate amount.
- (c) The "Bridlington" Cup.
The highest aggregate amount from the Branch with a membership of not exceeding seventy-five.

Provided that in the event of a Branch qualifying for more than one of the above trophies, it shall be awarded the trophy for which it first qualifies in the above order, and the other trophies shall be awarded to the Branches next in order of qualification.

The Branches holding the trophies shall sign an undertaking accepting responsibility for their safe custody and for the delivery of the trophies in time for the following Annual Conference.

Notice of Motion given by the National Executive Council.

That Rule 30 of the rules and constitution of the Benevolent and Orphan Fund be amended to read as follows :
RULE 30—DIPLOMAS.

- (i) Delete the word "document" in the first line of the rule and substitute therefor the word "Diploma."
- (ii) After the word "where" on the first line of paragraph (b) delete the words "in any year there is a decrease of five per cent. or more in the branch membership," and substitute therefor the words "the membership of the Branch at the 31st day of January preceding the Annual Conference at which the Diplomas are to be presented as compared with such membership at the preceding 31st day of January shows a decrease of five per cent. or more."

The following is the effect of the amendments, the deletions being in *italics* and the additions in **black** :—

30.—A framed *document* **Diploma** signed by the President of the Association, the Chairman of the Management Committee and the Secretary shall be presented at the Annual Conference, to Branches when their total contributions to the Fund :—

(a) reach the sum of £1,000 and for each subsequent £1,000; and (or)

(b) average £5 per member of the Branch, provided that *where in any year there is a decrease of five per cent. or more in the branch membership* **the membership of the Branch at the 31st day of January preceding the Annual Conference at which the Diplomas are to be presented as compared with such membership at the preceding 31st day of January shows a decrease of five per cent. or more** by reason of which the average amount of the contributions to the Fund exceeds £5 per member, the Branch shall be disqualified from receiving a Diploma except in special cases as may be determined by the Management Committee.

- (e) Notices of motion and amendments thereto, other than alterations and amendments of rules and except as provided by sub-section (d) of this section.

Notice of Motion given by the Leicester Branch.

That administration expenses of the Benevolent and Orphan Fund be charged against the General Fund of the Association.

Notice of Motion given by the Salford Branch.

That this Conference directs that the amount of the administration expenses charged against the Benevolent and Orphan Fund shall be limited to 2½ per cent of the income derived from the subscriptions of Life Members, Annual Members and donations, and that the remainder of such administration expenses shall be charged against the General Fund of the Association.

Notice of Motion given by the Billingham-on-Tees Branch.

That no member of N.A.L.G.O. who is not also a member of the Benevolent and Orphan Fund may obtain treatment or benefit from such fund either for himself or any dependent.

- (f) Amendments and alterations of rules, except as provided by sub-section (d) of this section.

Notice of Motion given by the South Wales and Monmouthshire District Committee.

Rule 5 (a) (ii).

To delete the words and figures "2s. 6d. per annum" and insert the words "one penny per week."

Note.—The effect of the proposed amendment is as follows, the deletions being in *italics* and the additions in **black**.

- (ii) not less than 2s. 6d. *per annum* **one penny per week** shall be a "contributing member."

Notice of Motion given by the Coventry Branch.

That the Rules and Constitution of the Benevolent and Orphan Fund be amended as follows :—

Objects : Rule 3 (7).

Delete the word "similar" and substitute "other."

Note.—The effect of the proposed amendment is as follows, the deletions being in *italics* and the additions in **black**.

OBJECTS.

3.—The objects of the Fund shall be to afford, when necessary assistance to the following classes of persons :—

- (7) past members of the Fund or the Association who have left the local government service on account of ill-health or *similar other* circumstances and who are not eligible for membership or retired membership of the Association but who at the date of leaving the local government service were members of the Association, and bona fide dependents of such past members.

4. PRESIDENT'S ADDRESS.

5. DECLARATION OF RESULT OF ELECTION OF COUNCIL AND HONORARY OFFICERS.

6. APPOINTMENT OF AUDITORS FOR THE YEAR 1936.

Notice of Motion given by the National Executive Council.

That Messrs. Jackson, Pixley and Co., Chartered Accountants of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1936, and that a fee of five hundred and twenty-five pounds (£525) be paid to them for such services.

7. PAPERS AND DEBATES ON MATTERS OF INTEREST TO THE SERVICE, AND ADDRESSES.

8. APPOINTMENT OF SCRUTINEERS.

9. HONORARY TREASURER'S FINANCIAL STATEMENT, ETC.

10. REPORT OF THE COUNCIL AND NOTICES OF MOTION AND AMENDMENTS RELATIVE THERETO.

- (a) Poor Law Transferred Officers' Committee.

Notice of Motion given by the National Executive Council.

That the Poor Law Transferred Officers' Committee, constituted under clause (4) of the resolution covering the terms and conditions of the amalgamation of the National Association of Local Government Officers with the National Poor Law Officers' Association, Incorporated, passed at a Special Conference held on March 15th, 1930, be and is hereby disbanded.

- (b) Superannuation.

Notice of Motion given by the Gwent Branch.

That this Conference expresses its keen disappointment at the inability of N.A.L.G.O. to persuade His Majesty's Government to pass a measure of compulsory superannuation for the Local Government Service, and instructs the National Executive Council to continue their efforts, with a view to ensuring that this measure is placed upon the Statute Book before the next Conference.

Notice of Motion given by the Norfolk Branch.

That in connection with any measure for compulsory superannuation of Local Government Officers, the National Executive Council be requested to consider the desirability of securing some provision for pensions to widows of officers dying after retirement.

- (c) Service Conditions in certain areas.

Notice of Motion given by the South Wales and Monmouthshire District Committee.

That this Conference calls attention to the detrimental effect of the prolonged depression in certain areas upon the Service Conditions of the Local Government Officer and which is retarding the normal development of public administration in those areas, and associates itself with the representations being made to His Majesty's Government, by other bodies, to relieve these areas of their unequal burdens.

- (d) Purchase of Publications.

Notice of Motion given by the National Executive Council.

That, in the opinion of this Conference, it is of vital importance and in the best interests of the local government service and its officers that the Association should possess a publication or publications through which public thought on local government questions can be directed; and that the National Executive Council be instructed to take such steps as may be necessary to implement this decision.

- (e) Equal Pay for Equal Work.

Notice of Motion given by the National Executive Council.

That this Conference agree with the principle of equality of opportunity for men and women with equal pay for equal work.

(f) Standing Joint Committee.

Notice of Motion given by the North-Western District Committee.

The Standing Joint Committee shall be composed of members of the National Executive Council and representatives of admissible sectional and professional organisations who shall be members of the National Association of Local Government Officers and whose organisations declare willingness to influence in their local areas membership of the Association.

(g) Representation.

Notice of Motion given by the National Executive Council.

That Rule 51 of the rules and constitution of the Association be amended as follows:—
RULE 51 (1)—REPRESENTATION.

- (i) Delete the words "Berwick, Roxburgh and Selkirk" from lines 2 and 4 of clause (3) of section (d) of the rule;
- (ii) Add the words "Berwick, Roxburgh and Selkirk" to clause (2) of section (d) of the rule.

Note.—The following is the effect of the proposed amendment, the deletions being in *italics* and the additions in *black*:—

- (2) The East and North of Scotland area, to include the counties of Aberdeen, Angus, Banff, *Berwick*, Caithness, East Lothian, Midlothian, West Lothian, Fife, Inverness, Kincardine, Kinross, Moray, Nairn, Orkney, Perth (excluding the Western District), Ross and Cromarty, *Roxburgh, Selkirk*, Sutherland, and Zetland;
- (3) The South and West of Scotland area, to include the counties of Argyll, Ayr, *Berwick*, Bute, Clackmannan, Dumfries, Dumfries, Kirkcudbright, Lanark, Peebles, the Western District of Perth, Renfrew, *Roxburgh, Selkirk*, Stirling, and Wigtown.

(h) Local Government Examinations Board.

Notice of Motion given by the Manchester Branch.

That this Conference re-affirms the policy that for officers who wish to qualify vocationally and for whom there is no appropriate qualification, a suitable examination (or examinations) should be established. That for this purpose the National Executive Council be requested to take such action as may be deemed necessary to secure the formation of a Local Government Examination Board, competent to arrange such a recognised examination (or examinations).

(i) Venue of Conference.

Notice of Motion given by the National Executive Council.

That Rule 21 of the rules and constitution of the Association be amended as follows:—
RULE 21—CONFERENCES.

Insert the following sentence at the commencement of section (c) of Rule 21:—

All official invitations to the Association to hold its Annual Conference in a particular town during a particular year must be received by the General Secretary not later than 5 o'clock p.m. on the first day of March in the preceding year.

The following is the effect of the proposed alterations, the additions being in *black*:—

- (c) All official invitations to the Association to hold its Annual Conference in a particular town during a particular year must be received by the General Secretary not later than 5 o'clock p.m. on the first day of March in the preceding year. The venue of a Conference shall be decided by the branches each of which shall receive a number of voting papers equal to the number of representatives which the branch is entitled to elect in accordance with the provisions of Rule 24 (b). For the purposes of the election voting papers shall be issued by the General Secretary to the branches not later than 28 days prior to the commencement of the Annual Conference. To be valid a voting paper must be signed by the Chairman and Honorary Secretary of the branch and be received by the General Secretary not later than 5 o'clock p.m. fourteen days prior to the commencement of the Annual Conference. Provided that, in the event of a decision not being arrived at by the branches, the next succeeding annual conference shall be held at such place as may be decided by the Council.

DEATH BENEFIT SCHEME.

Notice of Motion given by the Doncaster and District Branch.

That the National Executive Council be instructed to explore the possibility and estimated annual cost per head of incorporating a Death Benefit Scheme (in units of £10) with membership of the Association, the Council's findings to be reported to Branches not later than the 31st December, 1936, to enable adequate

consideration to be given and any necessary notice of motion to be tabled for the 1937 Conference.

Notice of Motion given by the Glasgow Branch.

That this Conference requests the National Executive Council to consider the provision, from the General Funds of the Association, of a Death Benefit, payable to dependents of all deceased members.

12. BETTER ORGANIZATION IN CONJUNCTION WITH SECTIONAL ASSOCIATIONS.

Notice of Motion given by the South-Western District Committee and the Dorset County Branch.

That in the opinion of this Committee and Branch it is desirable that the N.A.L.G.O. and the several sectional Associations of Local Government Officers should confer with a view to formulating a scheme of fusion with N.A.L.G.O., without in any way sinking the identity or lowering the status of such sectional Associations.

13. AFFILIATION WITH THE TRADES UNION CONGRESS.

Notice of Motion given by the Pontypridd and District Branch.

That this Conference calls upon the National Executive Council to take immediate steps to secure the affiliation of the National Association of Local Government Officers with the Trades Union Congress.

Notice of Motion given by the Abertillery Branch.

That the time has now arrived when N.A.L.G.O. can no longer stand aside from the overwhelming majority of the organised workers by hand or by brain; and that, consequently, we call on the National Executive Council to approach the Trades Union Congress General Council, with a view to becoming affiliated to that body.

And that all other steps necessary to achieve this end (alterations of rules, etc.) be proceeded with.

14. EVENING MEETINGS OF COUNCILS AND COMMITTEES OF LOCAL AUTHORITIES.

Notice of Motion given by the Acton Branch.

That this Conference deprecates the practice of local authorities in holding council and committee meetings in the evening, thereby restricting the opportunities of Local Government Officers for education, rest, recreation and social activities, and instructs the National Executive Council to consider the matter and to take such steps as may be necessary to urge local authorities to hold all meetings during the daytime, wherever possible.

15. EMPLOYMENT OF MARRIED WOMEN.

Notice of Motion given by the London County Council Branch.

That this Conference is not in favour of the continued employment of married women within the local government service save in exceptional circumstances.

16. CONVALESCENT HOME.

Notice of Motion given by the Metropolitan District Committee.

That the National Executive Council be instructed to consider and explore fully the question of the necessity for, and the possibility of, establishing a Convalescent Home on the South Coast for the use of members.

17. RULE 9—SUBSCRIPTIONS.

Notice of Motion given by the Scottish District Committee.

That Rule 9 of the Rules and Constitution of the Association be amended so as to provide that the monthly subscription on salaries exceeding £52, but not exceeding £104 per annum be at the rate of 8d. per month.

Note.—The following is the effect of the amendment, the deletions being in *italics* and the additions being in *black*:—

9. SCALE OF SUBSCRIPTIONS.
(a) Members shall pay a monthly subscription, except as provided in Rule 10, based on their total salary including bonus and fees, as follows:—

Salary and bonus.	Rate of Subscription.
Not exceeding £52 p.a.	5d. per month.
Exceeding £52, but not exceeding £104 p.a.	8d. "
Exceeding £104, but not exceeding £120 p.a.	10d. "
Exceeding £120, but not exceeding £260 p.a.	1s. 3d. "
Exceeding £260, but not exceeding £350 p.a.	1s. 8d. "

Salary and bonus.	Rate of Subscription.
Exceeding £350, but not exceeding £450 p.a.	2s. 1d. per month.
Exceeding £450 p.a.	2s. 6d. "

Notice of Motion given by the Leeds Branch.

That Rule 9 of the Rules and Constitution of the Association be amended as follows:—

Delete clause (d) of Rule 9 (Scale of Subscriptions) and substitute new clause (d) as follows:—

(d) The percentage of the total amount collected in subscriptions during each year to be retained by branches shall be 40 per cent.

Note.—The following is the effect of the amendment, the deletions being in *italics* and the additions in **black**:—

(d) The percentage of the total amount collected in subscriptions during each year to be retained by branches shall be **40 per cent.**, as follows:—

County Branches, when recommended by the District Committee of their area. 40 per cent.
All other Branches. 35 per cent.

18. RULE 19—HONORARY OFFICERS.

Notice of Motion given by the Scottish District Committee.

That Rule 19 of the Rules and Constitution of the Association be amended so as to provide that the President and Vice-Presidents be eligible for re-election each year for a period of three years.

Note.—Rule 19 at present reads as follows:—

19. HONORARY OFFICERS.

(a) The following Honorary Officers of the Association shall be elected annually:—

- (i) President.
- (ii) Two Vice-Presidents.
- (iii) Three Trustees.
- (iv) Honorary Treasurer.
- (v) Three Honorary Solicitors (one for England, one for Wales and one for Scotland).

The Honorary Officers shall hold office for one year, namely, from the conclusion of the Annual Conference at which they are elected to the conclusion of the next succeeding Annual Conference.

(b) Nominations for the Honorary Officers of the Association may only be submitted by the Council and/or a District Committee. Provided that nominations made by District Committees must be received by the General Secretary not later than 5 o'clock p.m. on the 1st day of March and that nominations must be made by the Council not later than the 31st day of March.

(c) All Honorary Officers shall be elected by the Branches, each of which shall receive a number of voting papers equal to the number of representatives which the Branch is entitled to elect in accordance with the provisions of Rule 24 (b).

For the purposes of the election voting papers shall be issued by the General Secretary to the Branches not later than 28 days prior to the commencement of the Annual Conference. To be valid a voting paper must be signed by the Chairman and Honorary Secretary of the Branch, and be received by the General Secretary not later than 5 o'clock p.m. 14 days prior to the commencement of the Annual Conference.

(d) Any Honorary Officer who retires from the Service shall continue to hold his office until the expiration of the period for which he was elected.

(e) The election of a person as an Honorary Officer shall not create a casual vacancy in the membership of the Council.

(Continued from page 467.)

concerning higher policy, and there are several notices of motion which are closely related to conditions of employment. When the "considered amendments" are sent in the range may be wider, because the items in the annual report are in the nature of notices of motion, and a debate can be raised on any one by the simple method of giving notice of an amendment by the stipulated time, which is April 15.

Whither the B. and O. Fund?

A considerable amount of space on the agenda is taken up by a series of amendments to the Benevolent and Orphan Fund rules. There is nothing of a revolutionary character in those amendments, neither do they contain

anything inspiring. Is the fund losing its character? We believe a charity can be hampered by too many written or printed regulations. On the other hand, the work of the management committee can be more easily regularised by a constitution built up by precedents and experience. No movement which deals with human beings can be successful if regulated by the "head" alone. The "heart" must always be allowed a place, especially as no two cases of distress or want have exactly the same causes, or produce identically similar conditions.

Wisdom or Wise-Cracks?

On the whole, the agenda for the Aberdeen Conference indicates repentance for the failure of the Cheltenham agenda. Can we hope for a similar

19. RULE 52.—CONSTITUTION AND POWERS OF DISTRICT COMMITTEES.

Notice of Motion given by the Northwich and District Branch.

That Rule 52 of the rules and constitution of the Association be amended as follows:—

Delete Rule 52 and substitute the following therefor:—

The constitution and powers of every District Committee shall conform to the Model Rules for District Committees as adopted by the National Executive Council on the 19th March, 1927, except as hereinafter provided:—

(a) Officers.—The Officers of a District Committee shall be the District Chairman, the District Hon. Secretary, the District Hon. Treasurer, the District Vice-Chairman and the District Hon. Auditors.

(b) Period.—The Officers of a District shall hold office for one year from the 1st day of November to the 31st day of October, or until their successors have been appointed. The Hon. Secretary, Hon. Treasurer and Hon. Auditors, shall be eligible for election from year to year. The Chairman and Vice-Chairman shall be eligible for election as such for one succeeding year, but not for a longer consecutive period.

(c) Election of Officers.—Each member of a District Committee shall be entitled to nominate one candidate for each of the offices enumerated in Rule 52 (a) except the office of Hon. Auditors, in which case two nominations may be made. Before nomination the consent of such members to serve, if elected, must be obtained. Valid nominations must be in the hands of the District Hon. Secretary at least twenty-eight days before the Annual Meeting of a District Committee. If there be more than one nomination for any office, excluding the office of Hon. Auditors in which case two nominations are required, a ballot in respect thereof shall be taken and each member of a District Committee shall be entitled to one vote in respect of each officer to be elected. All votes must be recorded on the official ballot paper.

(d) Declaration of Election of Officers.—The result of the Election of Officers shall be declared before nominations are invited for the election of members to serve on the Executive Committee of a District Committee.

Note.—Rule 52 at present reads as follows:—

CONSTITUTION AND POWERS.—The constitution and powers of every District Committee shall conform to an outline, or model scheme, to be issued by the Council, provided that such constitution and powers shall have been submitted to the District Committees for their consideration and observations, and finally approved by the Council before being put into operation.

20. DECLARATION OF VENUE OF ANNUAL CONFERENCE, 1937.

21. INDUCTION OF PRESIDENT.

22. TO INVEST THE IMMEDIATE PAST-PRESIDENT WITH A REPLICA OF THE PRESIDENT'S BADGE OF OFFICE.

23. ANY OTHER COMPETENT BUSINESS.

improvement in the standard of debate? Can we hope for the substitution of wisdom for wise-cracks? Our lesson, and our warning is all around us. We are living in a world dominated by fear and hatred, a world which has abandoned what shreds of civilisation it had laboriously woven into an ugly fabric at its best, for a retrogressive belief in miracles and a primitive-like confidence in the medicine-man.

N.E.C. ELECTION

Since accepting nomination as a candidate for election to the National Executive Council, Mr. W. A. Shee has been appointed public assistance officer for Gloucestershire, and, consequently, his name will not appear in the South Eastern District voting paper.

SUMMER!

have just had the warmest day so far
ear, the type of day that makes one
o get out in the country or near the
The thoughts of the prospective new
wner turn to the car and the use he
make of it in the summer days to

addition to the initial cost of the car
consideration will have to be given
curring expenditure, such as tax and
ance. In regard to the last-mentioned
N.A.L.G.O. has, since 1930, been
to offer to its members Motor Insur-
at the lowest rates available, com-
with the unquestionable security of
d's underwriters, the cover given
wider in its benefits than that con-
d in insurances of a similar kind.
of the attractive features of the
L.G.O. Motor Insurance scheme is
cumulative No Claims Bonus, which
ases from 20 per cent in the first year
33 per cent in the fourth year of in-
ace. On the other hand, if the insured
ber is unfortunate enough to need it,
e is the Manslaughter Defence clause
included in the Comprehensive Policy
of charge.

is, of course, possible to obtain Motor
urances cheaply elsewhere, but cheap-
should not be the sole consideration.
apness, unless accompanied by abso-
security and fair treatment of claims,
confer no benefit on the insured.
of adequate cover and generous
tment of claims can only be ascer-
ed through experience. For five years
N.A.L.G.O. Motor Insurance Policies
s given satisfaction in every direction,
claims have been dealt with gener-
y. But the rates remain low, as will
een from the following:

Comprehensive Third Party

	Only					
	£	s.	d.	£	s.	d.
p. car, value not xceeding £100 ...	7	4	6	3	12	6
h.p. car (major- y of popular tens"), value etween £100 and 200 ...	8	1	0	3	18	6
n.p. car, value etween £100 and 200 ...	11	19	3	5	17	6

Details of the cover provided and the
es applicable to all makes and ratings
cars can be obtained from the
A.L.G.O. Insurance Department, 24,
ingdon Street, Westminster, S.W.1, or
ect from the Association's brokers,
mely, Messrs. Norman Frizzell &
rtners, Ltd., of 52/54, Gracechurch
reet, London, E.C.3.

SEWAGE PURIFICATION

The object of the Institute of Sewage Puri-
ation is to qualify its members for the dis-
arging of their duties, but it is not, of
course, possible for every member of the
stitute to attend every meeting or to make
the party on every visit, and the institute
es, therefore, done the right thing in pub-
ishing its journal and proceedings. Part 1
s just come on to the market, and a very
eful document it is. It is a volume which
doubtedly should be in the hands of every
ther or member of a local authority who is
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Bridge Forum

By NEVILLE HOBSON

"O WOMAN IN OUR HOURS OF EASE"

In view of a recent argument among some of my Bridge acquaintances, I had little difficulty in deciding upon the subject matter of the article for this month, but a suitable title was a source of trouble. "Man v. Woman" seemed altogether too crude, so I invoked the above quotation from "Marmion," in view of its suggestion of leisure moments.

Scott, however, went on to say that woman was "uncertain," but—so far as Bridge is concerned—this must now be challenged. In few spheres of intellectual activity have the fair sex made greater advances than at Bridge—particularly at Contract, which appears to suit their temperament better than Auction, at which, during the period following the War, women as a whole were definitely inferior to men.

Whether it is due to the fact that Contract has been hung on more definite pegs, as regards the bidding of the hand, I do not know, but there can be no question as to the high standard of efficiency to which our women-folk have attained during the last few years.

To revert to the argument to which reference was made at the outset, quite a warm debate developed as the result of someone saying that women were quite as good as men. I have asked for "quite" to be printed in italics, in order to emphasise the assertive way in which the observation was made, and it caused quite a spot of bother among some of the men. I did not know the party very well, and refrained from joining in the discussion until near the end, when I was accepted as an arbiter—my main qualification apparently being that I was the only one who had "sat tight," and I succeeded in satisfying the honour of both sides to a sufficient degree to produce peace during the sandwich interval.

Since this experience, however, I have recalled my own impressions of tournament play during the past twelve months, and the play of the women, taken as a whole, has been of a sufficiently high standard to eliminate the former sense of the superiority of man which could usually be detected when the different sexes were engaged in Match play.

Personally, I still retain a preference for a man partner, as I consider they play their hands slightly better, and possess that peculiar card "sense" in a difficult situation which many sound women players seem to lack.

If I were to be asked what I regard as the acid test which differentiates the first-class "Super Grade" from plain first-class, I should be inclined to say ability in Defence. Here the textbook and the lecture-room seem to avail little when it comes to the actual play of a really difficult hand, and the intuition, of which women can legitimately boast, does not appear so much in evidence in these situations as in others.

(Continued in next column.)

IN DEFENCE OF STATUS

IN the November issue of LOCAL GOVERNMENT SERVICE an article was published describing how N.A.L.G.O. had successfully prevented a relieving officer from being relegated to the position of assistant relieving officer. In order that any doubts might be dispelled as to the association by whom this officer's case had been conducted, the officer has consented to the insertion of the following letter addressed to Mr. C. A. W. Roberts (National Executive Council).

Dear Mr. Roberts,

Liverpool Corporation and Myself.

With reference to the representations made to me by yourself, I have read, as requested, the report contained in the November issue of "The Relieving Officer" under the heading of "Liverpool Relieving Officers."

At an early date I hope to be able to supply a full report upon the position, so for the present will content myself with a few brief comments.

It is significant that amongst the copious correspondence upon the case in my possession, I found but one letter from the National Association of Relieving Officers, and that from my friend, the local secretary, in which he uses the following words: "Pleased to hear that N.A.L.G.O. and Major Simonds are well to the fore in this matter."

In paragraph five of the report referred to, I find the following: "Later, in conjunction with the N.A.L.G.O. (of which Association the officer was also a member) the officer was assisted in making representation to the Minister, etc., etc." This statement mystifies me, for, as I have shown, I received no assistance from the R.O.'s Association, and certainly was not assisted personally by anyone of that organisation, which was not represented at the inquiry, except by myself as assistant secretary of the local branch.

In my correspondence with the Ministry I was assisted throughout directly by Major Simonds, and in a most able manner. At the inquiry I was most ably represented by solicitor and counsel, briefed by N.A.L.G.O.

In conclusion, whilst I am deeply appreciative of any co-operation afforded by the National Association of Relieving Officers, my thanks must be entirely due to N.A.L.G.O. for their splendid handling of my defence.

Yours most sincerely,

ROGER M. WILLIAMS.

So far, however, as bidding is concerned, the women players of the best clubs, and those who play in good tournaments, are probably quite as good as the great majority of the men.

Here's my verdict: Equal—very nearly! This, however, must be confined to the higher spheres of Contract, and I must eliminate a certain type of "family" Bridge, where the play of the average woman is even worse than that of her partner.

2,000 Years of England

SOME few years ago, a popular story-writer made a fortune by extolling the virtues of those who "humble of birth but the salt of the earth are just plain folk." These plain folk, Dr. Delisle Burns "Nobodies," probably consume, individually as well as collectively, a greater variety of local government services than any other class or section of the community, yet they have been ignored by nearly all the historians as being beneath notice in the shaping of events. The "Somebodies," even to the dry-as-dust chronicler, are always good "copy," whereas it is only very occasionally that the "Nobodies" express a sufficiently forcible opinion to change the course of life's stream. But when they do, as recent events have shown, the "Somebodies" have to give way—that is, if they wish to avoid trouble. It is, too, in the lives of these people that the roots of all social progress are embedded, and it is worth more than a cursory examination into their lives to discover why certain things happened at certain times.

And so, Mr. W. Basil Worsfold has done a wise and useful piece of work in producing "Twenty Centuries of England; Being the Annals of Bishop's Stortford" (E. J. Burrow & Co., Ltd., 125, Strand, W.C.2) for although, necessarily, there is large mention of the "Somebodies" who, some ago, contributed so much to the progress of that little town, the plain folk are written large in its history.

The Roman invasion and occupation left its militant mark upon this little town, but in the Anglo-Saxon encounters the lives of the Romano-British women and the harmless, but useful labourers and craftsmen were spared. And in the sparing history was made.

Bishop's Stortford was a manor before the Norman Conquest, and was peopled by villeins, bordars, and cottagers, all peacefully pursuing their lives on the land—hard worked, and miserably housed, but well fed and well clothed, and with their festivals and merry makings. At the close of the Anglo-Saxon period the town had some 150 inhabitants, but at the close of the seventeenth century there were between 1,000 and 1,500.

And so on through earthquake and plague, through the vicissitudes of wars—civil, religious and international—through all the hundred-and-one events which make men's lives so far short of the ideal, the inhabitants of this pleasant town pursued, as far as was possible, the even tenor of their ways—proud, perhaps, of their associations with events of national importance—content to shine in the reflected light of that creative personality, Cecil Rhodes, a native of Bishop's Stortford; withal, remembering that the changes of the industrial revolution, of railways, and petrol-driven vehicles, of the Great War with its legacy of aircraft, mechanisation and social upheaval, cannot rob their native hearth of its essential qualities of an English market town—a home of the "Nobodies," a bit of Old England, and a place in which it is good to live and die.

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General Literature

By JONAS PRAPS

Other Countries

"China Changes," by Gerald Yorke (Cape, 10s. 6d.). Mr. Yorke, a Reuter correspondent, adopted the only method of getting at the political, industrial, and social outlook of China and the Chinese to-day. He travelled by various means through its centre, moved about for months with its army, and visited many remote places quite off the beaten track. The book is more a study of present-day China than a record of travel. — There have been many fine narratives of experiences in the French Foreign Legion, but "The White Touareg" is rather different in that it tells of exciting adventures with the Legion's secret service section, with a fierce tribe of warriors and white-slave and dope traffickers. — "The Impossible Irish," by Tom Penhaligon (Routledge, 5s.), is a witty and satirical attempt to prove that the Irish nation never has been and never will be able to govern. The Irish character has not the constructive qualities necessary for the building of a nation.

Biography

Success or failure in Fleet Street seems more determined by the whim of fortune than in the majority of careers. Sydney A. Moseley has struggled from a very lowly position to a high one in the realms of journalism. He tells of his experiences in "The Truth About a Journalist" (Pitman, 10s.). — Lt.-Col. Leachman was a second Lawrence of Arabia—he, too, spent most of his military career in that alluring but elusive country. Major Bray tells the story of his life in "A Paladin of Arabia" (Heritage, 12s. 6d.). Leachman's success as an administrator was due not only to his indomitable courage, but to his sympathetic appreciation of the native point of view. He served through the South African War, in India, had a solo trip into the forbidden land, rode hundreds of miles through Arabia, and was murdered during the Arab Rebellion of 1920.

History

Some 730 pages suffice for Messrs. R. Flenley and W. N. Weech in "World History" (Dent, 12s. 6d.) to relate the story of the growth of Western civilization. It is a compact yet readable volume, and amply supplied with maps and illustrations. — The story of England is largely the story of its great country houses. Ralph Dutton's "The English Country House" is another of Batsford's "Heritage" series (7s. 6d.). The account covers three periods, the middle one being about 1550 to 1720. Like its predecessors in the same series the book is beautifully illustrated. — "Inside Europe," by John Gunther (Hamilton, 12s. 6d.), is in effect a modern political history of Europe. The story is grouped about the major personalities, Hitler, Mussolini, Stalin, Baldwin, and others. The book is im-

partial in outlook, and is an attempt at an unbiased view of recent happenings.

The Social Sphere

Mr. Alec Brown, in "The Fall of the Middle Classes" (Gollancz, 6s.), attempts a serious consideration of what will be the position of the black-coated worker in the future if the world continues to change as rapidly as it has done in recent years.

Drama

"The Best One-Act Plays," published annually (Harrap, 5s.), is usually worth reading: the 1935 volume is no exception, tragedy and comedy being suitably mingled. "The Waiter" is a clever study of a bar attendant who has murdered his wife and speaks of the act in between serving drinks. "Comrades in Arms" is clever farce.

Fiction

An excellent murder thriller is M. Allingham's "Flowers for the Judge." There is a freshness about the title, too. — "Cage me a Peacock" (Barker, 6s.) is, I believe, Noel Langley's first novel. It is a story of Roman life based on the rape of Lucretia, wife of Collatinus. Satirical and well written, it is not for babes and sucklings. — Municipal officers should not miss Winifred Holtby's "South Riding" (Collins, 8s.). It is a story of Yorkshire life, the main topic being the effect of local government upon the lives of the people.

(Continued from next column.)

author of this handbook, and we unreservedly recommend his work to all those interested in public health.

A. D. O.

The reader of "The Guide to Poor Relief" by C. H. Exley (4th edition, Meek, Thomas & Co., Liverpool, 386 pp, 12s. 6d.) must be prepared to ignore its singularly unattractive appearance, must be prepared to unravel the author's long and complicated sentences, and must be prepared to tolerate Mr. Exley's passion for a type of chart which is not often found in books of this nature. Having done this, the reader—whether student or officer—will find much of value and much that will stimulate thought on this particular aspect of public assistance.

City of New York.

The 1936 edition of the "Guide to the Municipal Government—City of New York" (Eagle Library Inc., Eagle Building, Brooklyn, New York, \$1.25), compiled by Rebecca B. Rankin, Librarian of the New York Municipal Reference Library, will be welcomed gladly by all who should be informed on civic affairs. There has been a dearth of printed material about this greatest of all municipalities. This uniquely valuable city governmental manual fills a long-felt need. There has been nothing authoritative about New York's municipal government since a former edition of the "Guide" in 1924.

Some Other Books

One of the names best known to all teachers and students of geography is undoubtedly that of Mr. G. C. Fry, and in the eighth edition of his *Textbook of Geography* (University Tutorial Press, Ltd., 6s. 6d.), which has just been published, the reader will find an old favourite in a new form. For this edition of the book many new features have been introduced, and the whole has been brought thoroughly up to date. It is significant of the way in which textbooks are being made more attractive and readable that photographic illustrations have been brought into Mr. Fry's book for the first time, and they certainly add interest to that absorbing study—the study of the world in which we have our being. According to the preface, this book is intended for the middle and upper forms in schools; but the author has definitely under-estimated its appeal, for from it the lay reader will cull a thousand and one facts which will keep him interested for quite a long time.

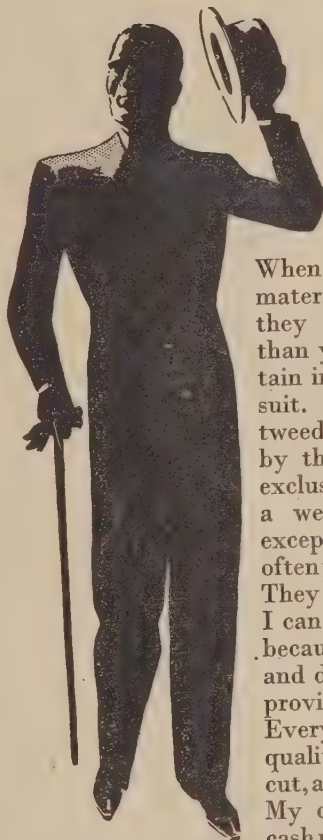
There has recently been published the second edition of *Organisation and Administration of a Municipal Engineer and Surveyor's Department* by E. J. Elford (Pitman, 10s. 6d.), which has already become widely recognised, not because it is the only book on the subject, but because it merits wide recognition.

In a short notice it is not practicable to describe or even to criticise this book, and it must suffice to emphasise the usefulness of Mr. Elford's work. The first edition became a general work of reference in the offices of municipal engineers throughout the country, but it is even more important to the student and to young officers. For example, officers preparing for the Testamur of the Institution of Municipal and County Engineers must study organisation and administration, and yet most engineering students conclude that experience is all the training necessary in this subject. Municipal engineers are administrators as well as technical officers, and if Mr. Elford's book does, as it should, encourage many more young engineers to take the study of administration seriously it will have performed an important service.

It was our pleasure to review the first edition of Mr. Clay's "The Sanitary Inspector's Handbook" (H. K. Lewis & Co., Ltd., London, 15s.) as recently as three years ago, and the fact that a second edition of the book has now appeared is great testimony to its high standing in the public health service. With the rapid growth of public health legislation and the general developments of the last few years the book fills a definite need, and it should form part of the office library of every sanitary inspector. It is an invaluable asset to the student sanitary inspector, for all the vital subjects are discussed and all legislation has been brought up to date. This edition is larger than its predecessor by some forty-six pages, and the subject of housing—now so much to the fore—is dealt with very fully; in fact, the whole chapter on housing has been entirely rewritten. The 1935 Act is dealt with in detail, and because of this the appearance of the book at this particular time is most welcome. There is also additional information on the vexed question of temporary buildings. To those officers administering the Shops Acts, the revised figures given for reasonable atmospheric conditions for different types of workers should form a useful basis for specifying definite standards. Professor W. W. Jameson, in his introduction, states that the office of sanitary inspector has become more highly technical and specialised within the British Empire than anywhere else in the world, and the duties for which an inspector is responsible are extremely diverse. Mr. Clay, as a former sanitary inspector, and now as a lecturer and examiner in sanitary inspectors' work, is admirably fitted to be the

(Continued in previous column.)

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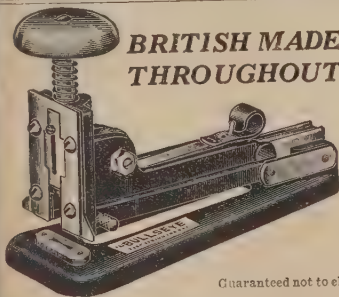
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DRAMATIC

crowded audiences filled the new Baths in Leyton, on Tuesday, Wednesday, Thursday, and Friday evenings, February 4, 5, 6, and 7, attracted by the sparkling entertainment offered in the N.A.L.G.O. Revue, 1936. It was the third such production presented by the Leyton Branch, and it emulated both its predecessors. Singing, dancing, humour, acting being of a very high standard, the audience was kept both interested and amused from beginning to end. Brevity marked every item, and by this means the revue progressed speedily and cheerily; there was no dull moment. The "high spot" of the evening was undoubtedly the potted pantomime "Aladdin." The main credit for success goes to George Brighting, who was responsible for the dialogue and also supplied the main source of humour as the inebriated audience "in the box at the side of the stage. It is not possible, of course, to mention all the artists, nor to make personal reference to the other members of the branch who put in such hard work back-stage and in the organisation and production of this very successful show, but it is a fitting tribute to their work to say that next year's production is already being eagerly awaited by the population of Leyton and its environs.

A dramatic scene without parallel in the history of local courts of justice took place at County Hall, March, just recently, when a woman entered to claim the end of an action for damages brought by Mr. W. W. Whem, who, during this Leap Year of 1936, had been proposed and subsequently dubbed a "callous deceiver" by one, Miss Marian Bubbleton-Upwater. The incident, however, was the concluding episode in a particularly mock trial tragedy staged by the Isle of Ely Branch. The acting of all the characters was polished to a marked degree, and an atmosphere of judicature provided by the gowns and wigs of some of the participants, aided by the fact that the trial was held in the council chamber, ideally suited for that type of proceedings. Collections were taken on behalf of the Benevolent and Orphan Fund.

Produced by Mr. Jack Walters, the Monmouthshire County Officers' Dramatic Society presented "Nothing But the Truth" (by James Montgomery) at Newport on March 6 and 7, 1936. The play was well cast and the actors and actresses rose nobly to the occasion. The final act was a particularly clever achievement, for the timing of the play had to synchronise perfectly with the actual working of the clock, so that the climax arrived on the stroke of four.

Stage-manager Mr. H. W. Gammon and his assistants merited special praise for their excellent work as also did Mr. C. L. Bailey, secretary of the society, and all those who assisted in the production. The entire proceeds will be handed to the Benevolent and Orphan Fund. The society has accepted the invitation of an outside body to present this show at Blaenavon on April 22, and a further donation will be made to the Benevolent and Orphan Fund in respect of such performance.

One of the best amateur dramatic performances given in Norwich for a long time—outside the Maddermarket Theatre, which is now a class by itself—was the production of John van Druten's "London Wall" by the N.A.L.G.O. Players (members of the Norwich Branch) at the Martineau Hall, before an audience which included the Lord Mayor and Lady Mayoress (Mr. and Mrs. W. A. Riley).

Camaraderie

DINNERS

The annual dinner-dance of the Southport Branch was held on March 6, when a record number of members and friends attended. At the conclusion of the dinner the company adjourned for dancing, which was continued until 1 a.m.

The annual dinner and dance of the Caterham and Warlingham Branch proved a most enjoyable function. In proposing the toast of "The Staff," Councillor L. M. Thomas referred with regret to the impending departure of Miss M. Coles, the popular honorary secretary of the committee responsible for organising the dinner, to take up another appointment. The after-dinner speeches were interspersed with excellent entertainment, and an enjoyable dance followed.



Scene from "Aladdin" in the N.A.L.G.O. Revue, 1936

There was a record attendance at the annual dinner and dance of the Islington Branch held on Wednesday, March 4. In responding to the toast of "Our Guests" the Mayor of Islington, Councillor H. G. Coleman, J.P., said that he was and always had been an ardent trade unionist, and he regarded N.A.L.G.O. as the super trade union. Everything was so splendidly organised, and without organisation nothing could be achieved.

At the annual dinner of the Scarborough Branch, at which, incidentally, there was a record attendance, Mr. W. W. Armitage replied to the toast of "N.A.L.G.O." in a most effective speech, and expression was freely given to the statement that at no time had any member of the National Executive Council done greater justice in replying to the toast of the Association.

At the annual dinner of the Chadderton and District Branch, Councillor J. Fox, Chairman of the Crompton Urban District Council, in proposing the toast of "The Association" said "N.A.L.G.O. is as invaluable to local government as it is indispensable to local government officers; it is a positive foster-mother to its members, and in its fine work I wish it every success for the future." Mr. E. L. Riley, of the National Executive Council, responded to the toast.

In all respects the high standard of its predecessors was fully maintained at the annual dinner of the Barking Branch, held on February 28. In proposing the toast of "The Association" the Mayor of Barking, Alderman W. J. James, J.P., said that he knew that N.A.L.G.O. had the interests of the corporation at heart, and it was to the advantage of the council and community as a whole

that the efforts of N.A.L.G.O. in that direction should be encouraged, so that there should be complete co-operation and singleness of purpose between the officers and the council in order that the community may reap the benefit of efficient and progressive service.

There were some particularly interesting speeches on various aspects of local government and the relationship between officials and the representatives of the public at the annual dinner of the Isle of Ely Branch, held on February 21. Mr. Hill, general secretary, responding to the toast of "N.A.L.G.O.," referred to the day of greater control which was coming, and to the educational work which was being done by the Association. "To-day," he said, "we have seven Universities teaching public administration for the first time in the country's history. Public administration is something that has hitherto been neglected by the great educational centres, yet it was one of the most potent factors of modern life."

In proposing the toast of "The Association" at the annual dinner of the Stockport Branch, held on February 21, Alderman Padmore said that collective bargaining had proved to be the most satisfactory way of settling problems of salaries and status. With mutual co-operation they could avoid anything like a serious conflict between municipal bodies and those in their employ. In responding, Mr. W. H. Whinnerah, of the National Executive Council, said that "if there were more Whitley Councils, like the Lancashire and Cheshire Council, it would be better for the staff."

At the annual dinner of the Cheltenham Branch—the most successful the branch has ever held—the Mayor, in responding to the toast of "The Mayor and Town Council," declared that the successful administration of local government in Cheltenham lay in the fact that the municipal officers were treated as colleagues rather than as servants.

That the continued expansion and increasing complexity of local government work made it more and more necessary for the elected representatives of the people to rely on the expert advice of officials was pointed out at the annual dinner of the Ipswich Branch. In proposing the toast of "N.A.L.G.O." the Deputy Mayor, Mr. G. A. Mallett declared: "I believe in organisations. They have them in my industry, and nothing but helpfulness comes from them."

The annual dinner of the Huddersfield Branch, held on March 2, provided a most enjoyable evening for the members. The president (Mr. H. Neaverson) presided over an excellent attendance. Councillor H. A. Bennie-Gray, M.I.M.E., proposed, in felicitous terms, the toast of "N.A.L.G.O.," which was responded to by Mr. W. E. Lloyd, F.S.A.A. Mr. W. W. Armitage, in proposing the toast of "Huddersfield Corporation," referred to the good relationship between the corporation and the staff, and the deputy mayor suitably responded. The toast of "The President," proposed by Mr. G. Crossley, A.R.I.B.A., was enthusiastically received.

The annual reunion and dinner of the Bridlington Branch, held on February 20, was, as usual, well-attended and exceedingly enjoyable. During the evening dancing and whist were indulged in until a late hour.

The first dinner of the newly formed Durham County Water Board Branch was held on February 24. Councillor Eli Cook, J.P., chairman of the County Water Board, spoke at some length on the formation of the Board, of its history and of its extreme importance within the county of Durham.

The first annual dinner arranged by the

Barnoldswick Branch took place recently. The speeches were cut short in order that the bulk of the time could be devoted to dancing. A collection realised £1 6s. for the Benevolent and Orphan Fund.

"The authorities in the Epping Forest districts have enjoyed a most happy relationship for years past, and the officials, by uniting as a branch, are also doing a great deal of good work," said Sir James Hawkey, J.P., at the seventh annual dinner and dance of the **Epping Forest Branch** held on February 27.

Mr. F. R. Finch, in responding to the toast of "The Willesden Council Staff Association," at the annual dinner and dance of the **Willesden Branch** on February 27, said that that evening was an unusual occasion for him for two reasons. First, his colleagues had honoured him with the greatest honour they could pay him. Secondly, it was the last function he would attend as an active member of the Council staff. That might be a matter of regret to some members. He did not regard it as a matter for regret. He had been now forty-five years in municipal service, and over thirty-two of these were spent in Willesden. Although there were many colleagues with longer service in Willesden than himself, he did not think anyone had a closer official, or a closer social and friendly acquaintance with the members of the council.

The **East Ham Branch** held its annual dinner on Saturday, March 7.

After the chairman had proposed the toast of "The County Borough of East Ham," to which the mayor replied, Mr. W. H. Williams (hon. treasurer of the branch) proposed the toast of "The Visitors," to which Mr. Armitage and Mr. W. G. Davie, J.P., ex-mayor of the borough and a chairman for many years of the local joint committee, responded. In his speech Mr. Armitage made special reference to the detachment of N.A.L.G.O. from any political party and contended that the Association should be freed from any alliance with such parties, in view of the fact that as public servants local government officers have in turn to serve public authorities of every shade of political thought and opinion.

Warwick County Council Officers

The officials of the **Warwick County Council** have recently taken a plebiscite whether a branch of N.A.L.G.O. shall be formed, or the existing independent County Officers' Guild continued. The vote was two to one in favour of N.A.L.G.O. The branch is being formed from April 1, and we offer our colleagues in Warwickshire a very hearty welcome. The Warwick county officers were members of N.A.L.G.O., but in 1920, in consequence of disagreement about a conference decision, they seceded and formed a local Guild. At the last annual dinner of the Guild, referring to the decision, County Alderman T. H. Ryland said that in connection with the National Farmers' Union he used to persuade farmers to join a national movement with numbers and influence. If he had discussed organisation with the county officers he would have given the same advice, and he thought he would have been right.

Responding to the toast of "The Guild," Mr. L. Edgar Stephens, clerk of the county council, said he was glad the branch of N.A.L.G.O. was being formed upon the old Guild. "Some of us voted in favour of the retention of the Guild, not because we had any hostility to N.A.L.G.O., but because the Guild had done a useful work. But now all that is changed. The staff have decided by

a majority of two to one that they shall form here in Warwick a branch of N.A.L.G.O., and we must realise that fact. We must, all of us, do our best to support it. Now that the change has come about I am most emphatically pro-N.A.L.G.O., and I hope all of you will be the same. Unity is everything."

The county architect (Mr. A. C. Bunch) and the public assistance officer (Mr. H. J. Kotch) also referred to the formation of the branch, and urged that every officer should now give N.A.L.G.O. his support.

The first annual dinner of the **Solihull Branch** was held on March 6. The president, Mr. Charles H. Cook, clerk of the council, presided over a large attendance of members, and the function was most enjoyable.

There was a large attendance at the annual dinner and dance of the **Coventry Branch**, which was again most successful.

The annual dinner of the **Gainsborough Branch** was held on February 27. Mr. H. Brecknell presided over a large company, which enjoyed a very jolly evening.

The happy spirit of friendship and co-operation between members and officers of Edmonton Urban District Council was evidenced at the annual dinner of the



Presentation by Miss E. Hayton to Mr. R. H. Coulthard of President's Badge

Edmonton Branch on February 29. In proposing the toast of "N.A.L.G.O." Mr. F. A. Broad, M.P., said: "The old idea was to pay one man well and to keep the others down. Now N.A.L.G.O. has secured proper conditions and remuneration for all as a right and not as a favour, and has added to the dignity of your calling."

The annual dinner of the **Enfield Branch** was held on Leap Year night. Responding to the toast of "The Council," Councillor Jones said: "It is not honourable or decent, whatever walk of life you may be in, to expect others to carry the burdens so that you may have the benefits. English local government has a fine reputation, and this is upheld by the integrity of its officers."

The first annual dinner arranged by the **Stoke Newington Branch** was held on February 26, and approximately 70 members and their friends were present. After an excellent dinner the toast of "The Council" was proposed by the president, and responded to by the Deputy Mayor. The Town Clerk (Mr. C. Kent Wright) submitted the toast of "The Ladies," which was responded to by Miss Findlay, and the Deputy Mayor submitted the toast of "The Association," to which the Borough Treasurer (Mr. E. Bedford) replied.

At the second annual dinner of the **Paignton Branch**, held on February 21, Councillor J. S. Huggins, J.P., C.C., the Chairman of the Council, in proposing the toast of

"N.A.L.G.O.," referred to the Jubilee celebrations of last year and on behalf of the Council, thanked the officers and staff for their excellent voluntary work in connection with the celebrations. He wished, he said, to make a personal recognition of their services, and thereupon invested the president of the branch, Mr. Samuel Hodson, with a branch president's badge. Mr. Hodson, in response to the toast, thanked Councillor Huggins for his generous gift to the branch.

The **Morecambe and Heysham Branch** held its third annual dinner and dance on February 14, when over seventy members and their ladies had a most enjoyable evening. After the loyal toast had been honoured, the branch secretary expressed the branch's appreciation of the presence of their guests, and set all minds at rest by announcing that there were to be no speeches. Dancing followed till 2 a.m., broken by a short humorous interlude.

PRESENTATIONS

The family of the late Mr. J. Moore Hayton, B.A., for over forty years town clerk of **South Shields**, and president of the branch for several years, has presented to the branch a handsome president's badge, executed in gold and enamel, in memory of his association with the branch. Suspended on a blue silk ribbon, the medallion bears in its centre the coat of arms of the association in gold, blue, and red. It was handed over to Mr. R. H. Coulthard, the president of the branch, by Miss Edna Hayton, daughter of the late town clerk, at a presentation ceremony held in the council chamber on February 10, and presided over by his Worship the Mayor. The reason for this presentation was that Mr. Hayton's family was desirous of recording his interest in municipal life and active association with the branch by presenting an insignia of office for the use of successive presidents, on appropriate occasions. During the course of his speech the Mayor said that mainly as a result of the reasonable and courteous attitude adopted by the members and officials of the branch in negotiation with the council, there was to-day a very much better spirit prevailing between the corporation and its administrative staffs.

An interesting presentation to mark the occasion of the centenary of local government was held at a meeting of the Town Council, Jarrow, on February 25, when Mr. D. H. Berry, president of the **Jarrow Branch**, on behalf of the members of the branch, presented to the Mayor (Councillor J. W. Thompson, J.P.) for the use of the Mayoress and future Mayoresses of the town, a silver gilt medallion, with the borough coat of arms, its crest and supporters beautifully designed in enamel, richly coloured; and around the coat of arms are the words "Borough of Jarrow," the whole hanging on a pendant from a shield on which is inscribed in blue "1935." The obverse of the medallion bears the following inscription:

"Presented to the Jarrow Corporation by the Jarrow Branch of the National Association of Local Government Officers to mark the Centenary of Local Government 1835-1935."

The pendant is supported by a wine-coloured ribbon.

A badge of office to be worn by the chairman of the **Bingley Urban District Council** was presented to the town by the local branch of the Association on January 27. The proposal had been kept secret, and Mr. E. W. Raby, president of the branch, in handing over the badge, stated that it was intended

emphasise the good relationships existing between the council and its staff. Mr. J. Ashaw, chairman of the council, in moving acceptance of the gift, stated it was well by of the town. Seconding, Mr. W. M. twam said it was easy on occasions to be in dignity, but the badge would make men realise even more fully the seriousness of the duties they were undertaking.

A pleasing ceremony took place on January 27, when the staff of the City Worcester Weights and Measures Department assembled to make a presentation of an hall set (barometer and thermometer) to W. H. Matthews, Additional Inspector of the City, who is leaving to take up a lar appointment in the Grimsby Weights Measures Office.

The Denbighshire County Council Branch Association is to lose the services of a ed colleague and their energetic branch etary, Mr. R. Maldwyn Evans, who has ared an appointment in the county suror's department of the Gloucestershire nty Council. His loss will be keenly felt the branch and the district, but Denbigh-e's loss will be Gloucestershire's gain. His eagues in Denbighshire and North Wales him congratulations on his well-deserved motion, and hope to hear of the continu-e of his manifold activities in his new ere of labour.

REPORTS AND MEETINGS

Although the annual report of the Sheffield Branch shows a decrease of three members ing 1935, as compared with 1934, the work ne by the branch has progressed at a very id pace, as the paragraph reporting the ivities of the service conditions committee oves. This committee has dealt with many uicilities during the year, and at the time e preparation of the report had many tters under consideration. A timely warn-is issued to members that, whilst every nsideration is given to complaints made by mbers the method of seeking redress ust be left to those who have to conduct e negotiations.

There was a good attendance at the Blyth Branch meeting held on February 19, when E. V. Grainger, honorary secretary of the North-Eastern District Committee delivered a nce and extremely interesting address, ed in the course of his remarks included any topical references to the general policy e Association. A hearty vote of thanks as accorded to Mr. Grainger by the chair-an (Mr. R. G. Redpath).

SOCIALS

The Atherton Branch held a whist drive and dance on February 19, which was very ell attended, about 165 persons being present. The profits, amounting to £2 2s., were given e Benevolent and Orphan Fund.

The eighth annual supper and social of the Southgate Branch, held on March 6, was ore successful than any of its predecessors. ouncillor Peverett said that the salvation e community was just as much the busi-ness of the staff as of the council; that, indeed, the local government of this country epended far more in the long run upon the quality of its servants, than on the quality e its representatives.

A most successful dance was held at Mony-cull Colony, Birmingham, on February 29, n aid of the B. and O. Fund. The splendid elp the Colony is giving to the fund is much appreciated.

Special efforts are being made to obtain 100 per cent. membership of the B. and O. und at Carmarthen. A recent dance held n aid of the fund was most successful.

The annual ball, bridge and whist drive e the Huddersfield Branch was held recently. Over 550 persons attended, including wives

and friends of members. The proceedings from 8 p.m. until 2 a.m. were carried out very successfully, and a substantial sum was provided for the Benevolent and Orphan Fund.

Over 200 members and friends of the Hastings Branch spent an enjoyable evening at the White Rock Pavilion on February 14, when a dance and whist drive was held n aid of the Benevolent and Orphan Fund. During the evening two members of the branch, Miss Doris Gray and Mr. Reg Taylor, gave an exhibition of tap-dancing.

As a result of the publication of the photo-graph of the "Nalگو Girls" in the February issue of LOCAL GOVERNMENT SERVICE, they appeared at the ball which the Bognor Regis Branch organised on March 11 in aid of the Benevolent and Orphan Fund.

We understand that "the girls" are also "in correspondence" with members of the Nottingham Branch!

The return skittle match between the clerk's department and the surveyor's department, Minehead, was played at the Red Lion Hotel skittle alley. (The surveyor's department won the previous game, held on the evening of the dinner last Christmas). This time the clerk's department won easily by 42 pins over a game of twelve hands. It was a very enjoyable game, and it is hoped to hold the deciding match at an early date.

A successful whist drive, organised by the Twickenham Branch, was held at the municipal offices on February 19. The drive received good support from the members and friends. The prizes, many of which were given by members of the staff and also the executive committee, were presented by Mrs. E. G. Stray, wife of the president of the local branch. The proceeds were given to the B. and O. Fund.

A very pleasant evening was spent on St. Valentine's Day, when the officers and members of the Havant and Petersfield Branch entertained a company of about 120 persons at a jolly party at St. Faith's Hall, Havant. The proceedings commenced at 7.45 p.m. with a programme of popular games, followed at 8.45 p.m. by a short entertainment. Dancing, which commenced at 10 p.m., continued until 1 a.m., when the party concluded with the singing of Auld Lang Syne and the National Anthem.

RETIREMENT

Mr. A. H. Tricker, deputy borough treasurer, West Ham, will retire at the end of March on superannuation, having completed forty years' pensionable service. The finance committee of the West Ham Corporation has placed on record its appreciation of his valued and loyal services over this long period, and expressed its unanimous wish that he would be spared to enjoy many years of good health and happiness. Mr. C. A. J. Huner, principal assistant, has been promoted to the position of deputy borough treasurer, and Mr. B. T. Dear, senior sectional chief and the local branch secretary, has been promoted to the position of principal assistant.

NEW JOURNAL

Congratulations to the Hammersmith Branch on the first issue of its official journal. It is printed by a process of lithographed typing, which is both effective and economical. We hope that the members of the Hammersmith Branch will use this local means of airing their views on the hundred and one subjects coming within the purview of the Association.

SIR ARTHUR ROBINSON PRIZE ESSAY COMPETITION

Sir Arthur Robinson, G.C.B., C.B.E., formerly Permanent Secretary of the Ministry of Health, now Chairman of the Supply Board, has intimated his desire to continue his association with the Summer Schools, and has offered prizes of the value of five guineas to be competed for in an essay competition. The competition is open to members of N.A.L.G.O. in England and Wales, and will be divided into two classes:

Class I. For officers whose salary is £250 per annum or more; value of prize three guineas.

Class II. For officers whose salary is less than £250 per annum; value of prize two guineas.

The subjects from which the candidates may choose are the same for both classes, viz:

(1) What are the advantages and disadvantages of the committee system, as it exists at present in English local government? Do you consider that any improvements could be made in the system, and, if so, what improvements?

(2) What are the advantages and disadvantages of municipal control of trading undertakings? Do you think that an extension of the field is desirable, and, if so, on what ground and what precautions, if any, would you then suggest?

Rules of the Competition

1. The competition is open to all members of N.A.L.G.O. in England and Wales.

2. The essay may be in manuscript, typewritten, or printed.

3. No stipulation is made as to length.

4. The final selection by Sir Arthur Robinson must be taken as conclusive.

5. Essays must reach the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, on or before May 30, 1936.

6. Each essay must be headed with the title chosen; a nom de plume, and a note of whether the competitor desires his essay to be judged in Class I or Class II. A sealed envelope containing the author's name, address, position, and branch, and bearing on the outside his nom de plume and class, must accompany the essay. Indication of the author's identity should not appear on the essay.

7. The result of the competition will be announced prior to July 11, 1936.

NALGO BUILDING SOCIETY

A Correction.

Until the moment of going to press with this issue Headquarters were receiving numerous letters and telephone calls pointing out that the mortgage repayment figures shown in the Nalگو Building Society's full page advertisement in the March issue had been incorrectly printed. The figures for 20 and 25 years were reversed, and readers are requested to peruse the front cover of this issue, on which are printed the correct rates, together with an announcement of a reduction in interest for all borrowers.

Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"
"The Wright Encyclopedia of Gardening, etc."

ALWAYS an exceptionally busy period in the garden, the first half of April becomes more so than ever this year, because of the unfavourable weather which has prevailed throughout the winter.

In many past seasons the amateur gardener has generally been able to snatch a few opportunities of lightening his April labours, but little enough can he have done this year. It is useless to repine, however; let us rather set to with hearty good will.

Grass. The lawn is unkempt and must be tackled forthwith. Of course, we are all tempted to fly to the roller for a start, but is that wise with the turf so sodden? I can tell you of something much better. It is the Springbok lawn rake, a tool consisting of a long, slender handle with a butterfly-net-like spread of long, slender wire teeth, which are not sharp like the teeth of a good rake, but blunt, and number twelve or more, according to size. I advise the 20-teeth size, costing about five shillings. Being blunt, the teeth of the Springbok do not tear out the fine grasses, as an ordinary rake is apt to do. They do, however, pull out a lot of moss (very abundant this year) and shallow weeds. And the next step? Mowing, certainly, and if the mower has a large metal wheel behind the blades the heavy roller can wait a little longer—except, of course, where there is newly laid turf to press. As to new grass, there is time to sow after cleaning and levelling, using, say, an ounce of seed to every square yard, and using threads, netting, or scares to keep birds off.

The Flower Garden: Soil and Manure. On heavy soils there may easily be delay with the digging—it depends on the weather; but light soils can probably be dug "between the showers." In this connection one can only say, writing in advance, that judgment must be exercised and not a single opportunity must be lost. In the absence of humus-yielding materials, such as yard manure, hop manure may be used with advantage on poor soils, and the stock-size bag should suffice for about ninety square yards. But where the soil has a fair amount of humus, as it probably will have if it has been manured regularly for several years, a dressing of bone meal dusted over the ground in sufficient quantity to form a thin grey coating will suffice, especially if forked into the top layer of soil. On poor ground I would use the hop manure just mentioned in the absence of yard manure, and would supplement it with the following mixture per ninety square yards: 14 lb. superphosphate of lime (30% or 35% quality), 4 lb. sulphate of potash, and 4 lb. sulphate of ammonia, the whole well mixed, spread evenly, and then turned into the upper layer of soil.

Hardy Perennials. There is plenty of time to plant or replant, as the case may

be, either buying new stock or dividing old according to circumstances. If buying, be sure to obtain such useful, comparatively small things as Pyrethrums, Geums, Aster alpinus and A. Amellus varieties (dwarf Michaelmas Daisies), Coreopsis grandiflora, Erigerons, Helenium pumilum varieties, Heuchera sanguinea varieties, Paeonies, Pentstemons, Scabiosa caucasica, Sedum spectabile, and Trolliuses. Supplement these with Aquilegias, Sweet Williams, and Pinks or Carnations, and there is the nucleus of a most useful collection.

Hardy Annuals. Probably there are Sweet Peas already on the way, but, in any case, there is time to buy plants or to sow seeds, whichever is preferred. Seeds can also be sown outdoors of any approved kinds, such as *Bartonia aurea*, *Calliopsis Drummondii*, and other varieties; Candytufts, such as *Carmine* and *White Spiral*; *Chrysanthemums* *Bridal Robe*, *Morning Star*, and *Evening Star*; *Clarkias* in variety or mixture; *Collinsia bicolor*; *Cornflowers*; *Eschscholtzias* in variety or mixture; *Gilias* in variety; *Godetias* in variety or mixture; *Gypsophila elegans*; *Ionopsidium aculea* (*Violet Cross*) for edgings; *Larkspurs* in variety or mixture; *Lavateras* white and rose; *Linum grandiflorum rubrum* (scarlet Flax); *Love-in-a-mist* (*Nigella*); *Lupinus Hartwegi*; *Mignonette*; *Nasturtiums*, both *Tom Thumb* varieties and *Golden Gleam* varieties; *Phacelia campanularia*; *Poppies*, both single and double, and including *Shirleys*; *Scabious* in variety or mixture, giving particular attention to *Azure Fairy*; *Statice*s for *Everlastings*, *Sweet Sultans*, *Virginian Stocks* for edgings, and *Viscarias*.

Half-hardy Annuals. Including with these such things as *Antirrhinums*, *Lobelias*, *Alyssums*, *Verbenas*, etc., rather because they are treated as such than because of botanical accuracy, we may have *Asters*, *Balsams*, *Calendulas*, *Marigolds*, *Mimulus*, *Nemesias*, *Nicotianas* (*Tobaccos*), *Petunias*, *Phloxes*, *Salpiglossis*, *Statice sinuata* varieties (*Everlastings*), *Stocks* of the Ten-week section, *Tagetes* (*Baby Marigold*), *Ursinias*, *Venidiums*, and *Zinnias*—a set of plants of great potential value for the summer garden. All may be sown at once, preferably in greenhouses, frames, or cloches, but regular readers will have seen remarks on them in the January, February, and March issues, all bearing on the desirability of an early start. Let us remember, however, that modern florists raise such things in millions nowadays and sell the seedlings in shallow boxes holding three to four dozen at about two shillings per box, thus providing a ready and inexpensive means of acquiring a bountiful stock. They may be ordered at any time, for delivery towards the end of May.

Shrubs. There is just time to plant *Roses* and other deciduous shrubs, including climbers and creepers, but I hope most of my readers have been able to move earlier. Evergreens may be planted throughout the month in most districts.

The above remarks give a brief review of work outdoors and bring matters up to date. Now what about indoor work?

The Greenhouse. Heating anxieties are passing, and, with the longer days, re-action, with accompanying leaf action, will be increasing, bringing with them problems of potting, repotting, watering, and venting. I suggest, however, as a preliminary, a brushing up of the structure itself, with its accessories of glass and shelving. Water and hose, failing which a mop, will improve the external glass, and the garden sprayer will do good service of the indoor glass, the more so if an insecticide is mixed with the water in case there are pests lurking about. Then, with scrubbing-brush and soap for the shelves and other woodwork, things will be improved immensely.

Fuchsias may be shortened to healthy stumps and given a syringing as a stimulus to starting on a new career.

Plants generally may be repotted a few points to remember being that clean and well-crooked pots, little if at all larger than the old, should be used. The compost for most things may be fibrous loam with a third of leaf-mould or decayed manure and a tenth of sand, all well mixed. The old "ball" of soil and roots should be carefully reduced so as to get rid of all sour soil, and the fresh soil should be pressed firmly round what is left of the ball while just moist but not saturated. Shade from hot sun for a few days after potting will help re-establishment.

All seedlings coming on in pots and boxes should be kept near the glass and given air without exposure to cold draughts. It may be assumed that most of them have been pricked off, but if any quite small things have still to be handled remember that a V notch cut in the base of a small wooden label provides a ready means of extracting them from the box of pan without undue disturbance of the roots.

Chinese Primulas and *Primula malacoides* for next winter and spring bloom may be sown now, together with *Cinerarias*. *Cyclamens* sown last autumn should now be strong enough for separate 3-in. pots.

Window Gardening. Overhaul empty window-boxes and make sure they are free from pests. Repot Ferns and other window and room plants. Palms and other foliage plants may have their first sponging with tepid water, to be followed by others throughout the summer, for nothing is more conducive to the maintenance of health and beauty.

Palms and Ferns proper (the "Asparagus Fern" is not a true Fern) are possibly less in favour nowadays than they used to be, but the Holly Fern is still one of the best room plants for grace and duration; while the *Palm Cocos Weddelliana* is very graceful. Two plants which have rightly gained in favour during recent years are that relative of the garden Monkey Puzzle (*Araucaria imbricata*) known to professionals as *Araucaria excelsa*, and the "Asparagus Fern," *Asparagus Sprengeri*.

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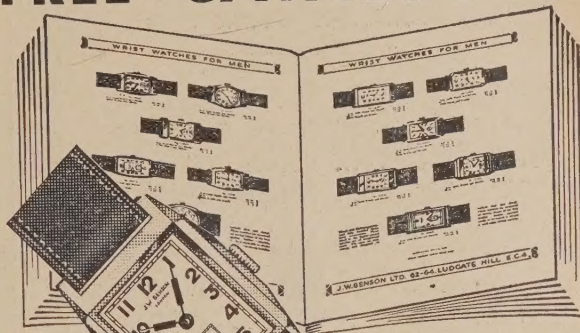
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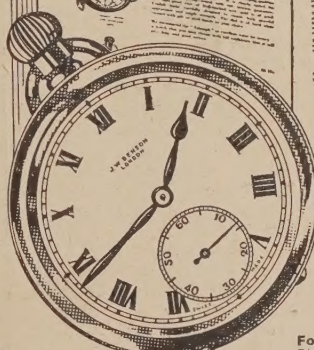
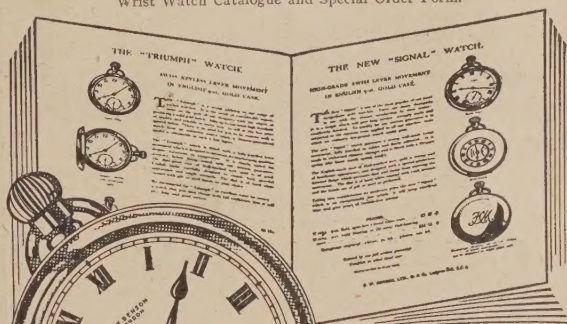


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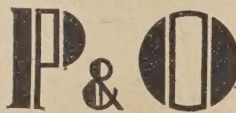
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